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Hon. John Munro
Minister
T.M. Eberlee
Deputy Minister

George Sanderson, Editor
Sharleen Bannon, Associate Editor
Kathleen E. Whitehurst, Assistant Editor
Edie Sage, Editorial Assistant
Stella Coe, Layout Artist
Alicia Carbó, Cover Design

M. Skakum, Production Assistant

William S. Drinkwater, Chief Publications Officer
Oswald Mamo, Editor, La Gazette du Travail
J. Harold Brazeau, Production

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NEWS BRIEFS

EMPLOYMENT

Moonlighters

Nearly 200,000 Canadians are known to hold more than one job, about one quarter of them women.

That number appears in surveys conducted by Statistics Canada since January 1975, but John Doig, a staff writer for *The Toronto Star*, says all the "moonlighters" don't show up in surveys.

The known number fluctuates, from a low of 187,000 in February, 1975, to a high of 238,000 in November, 1975. It was 199,000 in February, 1976.

Doig offers two reasons that moonlighting is increasing: "the beginnings of economic recovery are opening up more job opportunities" and "continuing high living costs, together with income controls, may be compelling people to spend more hours at work."

He says also that unions don't like moonlighting but don't voice their objections too loudly "particularly when workers are hemmed in by wage controls." He quotes Terry Meagher, secretary-treasurer of the Ontario Federation of Labour: "We can't really condemn people for going out and taking a second job to keep body and soul together."

The largest concentration of moonlighters reportedly is in agriculture, transport and communications, construction, sales and clerical work. The average time spent on the extra job is about 15 hours a week.

"As a percentage of the labour force moonlighters are most prevalent in the Prairie provinces, but in absolute numbers there are more in Ontario than anywhere else in the country," Doig notes.

Professional job openings

Job openings for executives, accountants, scientists and other professionals dropped by 9.5 per cent during the first three months of 1976, according to the Technical Service Council, a non-profit personnel consulting and placement agency. The decrease follows the layoff of several hundred engineers and draftsmen by consulting engineering firms in Toronto, Montreal and Vancouver. They had been working on post office distribution centres, Olympic installations, the Montreal subway, Ontario hydro power plants and several industrial plants.

The TSC survey covers 1,500 employers from coast to coast, all of them in business and industry. It does not cover governments and other public institutions.

It found little evidence that executives and professionals are changing jobs to escape the Anti-Inflation Board's guidelines. It says employers reported that inflation has made candidates who do change jobs more insistent on larger salary increases.

Vacancies for professionals are expected to increase slightly during the rest of the year. Even during the first quarter, there was a strong demand for accountants, plant engineers, computer programmers, systems analysts and construction project and site engineers.

INDUSTRIAL DEMOCRACY

Co-determination in West Germany

West Germany has passed a law extending worker-management co-determination to all companies with more than 2,000 employees.

The country instituted co-determination 25 years ago, but until now only one third of supervisory board members were worker representatives, except in the steel industry where workers had equal representation.

Under the new law, which is to be in force within two years, one half the board members will be workers' representatives. The choice of a chairman is a compromise, however, and *Business Week* says it means that shareholders "and thus management" will retain majority control.

The chairman is to be elected by the full supervisory board, but if there is not a two-thirds majority on the first vote, the chairman is to be chosen by the shareholders.

The American periodical says the German Labour Federation will continue to press for parity "despite this defeat."

Business Week also predicts that local works councils, which have "largely unused" veto powers over layoff and work scheduling, could become more militant.

Britain's first two-tier board

The London Stock Exchange has given preliminary approval for what is believed will be the first two-tier board to be set up by a British company.

Bonser Engineering would give workers seats on the upper, governing board, but their appointment would have to be approved by shareholders.

The firm co-opted Jack Stirling, a union member, to its present single board 18 months ago.

UNIONS

Canada's fifth largest

Five provincial organizations have merged to form Canada's fifth largest union — the 100,000-member **National Union of Provincial Government Employees.**

The founding convention was held in Quebec City May 14-15 attended by delegates from the British Columbia Government Employees Union, the Civil Service Association of Alberta, the Saskatchewan Government Employees Association, the Manitoba Government Employees' Association and the Prince Edward Island Public Service Association, whose organizations now become components of NUPGE.

The Newfoundland Association of Public Employees, though it did not participate in the merger convention, was expected to join the new body soon, and officials of the Canadian Labour Congress expressed optimism that most other provincial groups eventually would also become components.

NUPGE's first president is William Ridgeway, president of the Manitoba group, who says one of the new union's main tasks is to fight the federal anti-inflation program, with its mandatory wage restraints.

"Our members negotiate with provincial governments," he said. "But provincial governments are co-operating with the federal program, and implementing spending cutbacks that hurt their own employees.

The president, and newly-elected secretary-treasurer, William Read, BCGEU representative — the only full-time officers — and the five heads of the provincial organizations, will make up NUPGE's executive council. The new union intends to open headquarters in Ottawa by July 1.

CLC Executive vice-president Shirley Carr said NUPGE will "bridge the gap for public employees between the municipal and federal levels." The 210,000-member Canadian Union of Public Employees represents most municipal employees, and the 140,000-member Public Service Alliance of Canada represents most federal employees.

Biggest of the groups not joining NUPGE is the 63,000-member Ontario Public Service Employees Union. It had been a CLC affiliate, but lost affiliation because of its refusal to join the new union.

The OPSEU wants to be readmitted to the CLC "on its own merits" without joining NUPGE, which it describes as "no more than a loose federation," but CLC officers say its only way back in is as a component of the new union.

Also missing from NUPGE is another former CLC affiliate, the 7,000-member Nova Scotia Government Employees Union.

The 2,300-member New Brunswick Provincial Employees Association also declined to join NUPGE. However, a large proportion of provincial employees in that province are members of the Canadian Union of Public Employees, the CLC's largest affiliate.

Senior officers of the 30,000-member Quebec Government Employees Union attended the founding convention as observers and are studying the possibilities of affiliation.

CLC spokesman say the QGEU faces provincial legislation that could prevent it from affiliating with any labour organization outside Quebec.

No-strike agreement

National Airlines has signed what is believed to be the first no-strike agreement in the United States air industry. The pact is with the Air Line Employees Association, which represents 3,000 ticket, reservation and station agents.

The agreement prohibits strikes or lockouts and calls for binding arbitration or unresolved economic issues when ALEA's contract comes up for renewal in 1977. The union also has agreed not to strike on work rules.

Members of the bargaining unit are guaranteed wage increases of at least 5 per cent a year, and their union can try to negotiate for more.

The American periodical *Business Week* says the agreement, along with ratification in late February of a three-year contract by the International Association of Machinists "guarantees labour peace at the nation's most strike-prone airline until 1977." The period of stability would be much longer if National's six other unions also accept no strike pacts, and the IAM as well as the unions representing pilots, flight engineers and flight attendants "have all talked favourably about the concept."

In 14 years, National has been strike-bound for a total of 397 days. It has been hit by seven strikes in the past 11 years.

Veto right for UAW tradesmen

The United Auto Workers have given the 100,000 skilled tradesmen in the auto industry the right to veto any new contracts negotiated this year.

The craftsmen are outnumbered six to one in the industry, and *Business Week* says they have long felt "that the union subordinates their interests to those of production workers."

"In recent months some dissident craftsmen have been talking about forming local unions apart from the autoworkers," *Business Week* adds. The new veto right gives them "unprecedented power and influence in negotiations."

B.C. ruling

The British Columbia Labour Relations Board on April 5 released its first decision on interpreting a new provision of the provincial labour code giving a union the right to a complete list of the names, addresses and telephone numbers of employees in a bargaining unit it is trying to organize.

It said an employee with an unlisted telephone number should not have it revealed to the union. But an employee's "desire for privacy and a general distaste for trade unionism" were not reason enough to justify not giving a union his address and phone number.

The ruling said an employee's freedom to decide whether he is in favour of joining a union cannot be intelligently exercised "unless the individual employee is informed about both alternatives."

The board rejected fears of union harassment as a just cause for withholding the information. And it said employees are not required to speak to union representatives who call them, or to read any union literature.

The ruling was on an appeal by B.C. Railway against an order giving the Office and Technical Employees Union access to the names, address and phone numbers of office and technical employees in Vancouver.

DISCRIMINATION

U.S. sex ruling

A federal judge has ruled that, under the United States 1964 Civil Rights Act, a worker who resists an employer's sexual advances may sue for sexual discrimination if the worker loses his or her job or is denied advancement.

U.S. District Judge Charles Richey of Washington, D.C., ruled April 20, in favour of a female employee of the justice department who lost her job in 1972.

Diane Williams filed suit after she was first reinstated with back pay when a department hearing found she was subject to sexual discrimination in her job as a public information specialist, and a higher-level review officer later set that decision aside.

Judge Richey said his ruling also would apply to a male worker who resisted the overtures of a female employer, and to a worker imposed upon by a homosexual supervisor.

However, he said there might not be grounds for a suit under sex discrimination statutes if a bisexual supervisor made demands on employees of each sex.

PUBLIC OPINION

Job security important

About 45 per cent of Canadians surveyed by the Canadian Institute of Public Opinion believe job security is the most important thing unions are trying to get for their members. However, 19 per cent of 1,017 respondents in a recent survey named better working conditions, 8 per cent better pension plans and 7 per cent profit sharing. Higher wages were named by only 11 per cent.

In a similar survey in 1958, 47 per cent of respondents named job security as the most important union task, only 11 per cent said better working conditions, and only 9 per cent said higher wages.

Majority favour anti-inflation program

A majority of the 1,071 adult Canadians, surveyed by the Canadian Gallup Poll in March, said they think the federal anti-inflation program is a good thing.

However, while 69 per cent of adults living in professional or managerial households agreed with this assessment, only 52 per cent of those in blue collar did.

For all groups, the percentage saying the program is a good thing was 58. Another 30 per cent said they think it is a bad thing and 12 per cent could not say.

The surveyors asked this question: "Do you think the federal government's anti-inflation program is a good thing or a bad thing?"

The Gallup Poll says its sample size is accurate within four percentage points 19 in 20 times.

HEALTH AND SAFETY

Accidents are costly

Work-related accidents are costing Canada more than $2 billion a year, according to Dr. Emmanual Somers, director-general of the federal environmental health directorate.

Somers says the cost of compensation for work-related accidents and disease reached $523 million in 1974, and that the Canada Department of Labour estimates the total cost of work injuries at four times the cost of compensation when factors such as lost productivity, material damage and retraining costs are added. (See also p.308).

In an address in Toronto to a national conference on occupational health and safety sponsored by the Canadian Public Health Association, he estimated the cost of industrial diseases at between $90 million and $300 million. He said Canada does not have an adequate statistical measurement of this, however.

"A recent study in Oregon and Washington States by the National Institute of Occupational Safety and Health has shown that 31 per cent of medical conditions detected in workers were probably of occupational origin," he said. "No such data are available in Canada."

Science Council study

A year-long study of industrial and environmental hazards has been launched by the Science Council of Canada. A committee of the Council intends to review what council chairman, Dr. D.V. Bates, calls the "staggering amount" of information now available, and make recommendations to the federal government on the hazards of asbestos, lead, oxides of nitrogen, radiation and vinyl chloride.

Unions and business too powerful — poll

Fifty-three per cent of Canadians surveyed by the Canadian Institute of Public Opinion said both big unions and big corporations hold too much economic power. Another 16 per cent said this is true of big unions only while 8 per cent said it is true of big corporations only. Only 9 per cent said it was not true of either, and 14 per cent were "not sure."

Five years earlier, in reply to a similar question, about 55 per cent thought both unions and corporations held too much power, 18 per cent said this was true of unions only, but only 4 per cent said it was true of corporations.

LABOUR

P.E.I. federation convention

The federal anti-inflation program came in for stiff criticism at the Prince Edward Island Federation of Labour convention, in Charlottetown April 9-10.

Donald Montgomery, secretary-treasurer of the Canadian Labour Congress, said the program has compelled the labour movement "to reorient its thinking and direction from being primarily an economic organization to one of political movement."

He also told the 100 convention delegates that the imposition of mandatory wage and price guidelines was a purely political move to enable the government to take credit for any natural decrease in inflation.

And P.E.I. Federation President Jim Gyrus said the program presented organized labour with one of the most serious challenges it has ever faced. Labour would continue to oppose the government's "inequitable and unworkable program."

Although the delegates made their

opposition to the federal government's program clear, they were divided on the question of political involvement by the Federation. After considerable debate, they defeated by a 46-30 vote a resolution suggesting that the Federation refrain from publicly supporting any political party.

They also adopted a resolution asking the CLC to put pressure on the federal government to maintain Canadian Forces Base Summerside as a permanent military base. Several delegates said they had heard rumours that the base would be closed.

Other resolutions adopted by the convention urged free ferry service for residents of Prince Edward Island and Newfoundland; called for an investigation of hydro rate increases by the Maritime Electric commission, and called on the provincial government to find less expensive ways of providing electric power to P.E.I. residents; opposed proposed entrance fees to Prince Edward Island National Park; sought improved safety inspections in industry; school courses in parliamentary procedures; federal inspection of small butcher shops and food processing plants; increased Workmen's Compensation benefits, and a provincial holiday on February 16, Heritage Day.

Officers elected to the executive were Shirley Hennessey, secretary; Leonard Murphy, treasurer, and Pat Neary, George McInnis, James Coles, Sharon Vessey and Joe Thistle.

WORK STOPPAGES

1975 record

A record 11,041,490 man-days were lost from 1,043 strikes and lockouts in Canada in 1975. The work stoppages involved 427,675 workers.

The man-days lost represented a 19-per-cent increase from the previous high of 9,255,120 in 1974, when 592,220 workers were involved in 1,216 stoppages.

The 1975 time loss was the equivalent of 54 man-days for each 10,000 man-days worked by non-agricultural paid workers. The ratio was 46 in 1974.

And 11 per cent of all man-days lost — 1,242,400 — resulted from 49 work stoppages under federal jurisdiction. That was almost four times the 323,280 man-days lost in 61 stoppages under federal jurisdiction in 1974.

The Canada Labour Department statistics are based on stoppages involving five or more workers and amounting to 10 or more man-days.

EDUCATION

Paid study leave

A program under which factory workers in Italy are granted 150 hours of paid study leave is expected to be extended to almost every sector of labour in this year's round of negotiations.

The program was initiated in 1973 by Italian steelworkers after a 1972 survey showed that almost four Italian workers in five had not completed junior high school. The courses, organized by the employers and taught in public high schools, are intended to provide general cultural knowledge.

The New York Times news service says the program "is based on the principle of enabling workers to criticize—and ultimately change—the capitalist system...Not surprisingly, the agreement was won only after considerable balkiness on the part of management."

Each worker is expected to put in an hour of his own time on the program for every hour of paid leave.

BUSINESS

Concern over labour quality

A survey by the Canadian Federation of Independent Business finds the quality of labour to be the number one problem of its members.

The 2,009 owner-managers surveyed, ranked government regulations and paper work as their second most important problem. Inflation was third.

The most common criticism of labour was the lax attitudes of younger workers. Many of the owner-managers also believe "too generous" welfare and unemployment insurance programs provide a disincentive to work.

Federation president, John Bulloch said manufacturers and construction companies and those with more than 50 employees were particularly concerned about the quality of labour. lg

Canadian Labour Congress convention 1976

by Sharleen Bannon,
Labour Gazette associate editor

Pictures: Photo features

Labour manifesto: An emotional debate preceded the adoption of the CLC's historic labour manifesto which may change the shape of government-labour relations in Canada. See story, **page** **296**
See text of manifesto, **page** **306**

General strike vote: The 2,300 delegates gave the 30-member CLC executive council a mandate to call a general work stoppage "if and when necessary" to fight the government's mandatory wage restraints program. See story, **page** **297**
See text of policy statement, **page** **297**

Delegate victory: Delegates voted down a proposal by their executive to modify delegate representation to future CLC conventions. See **page** **298**

Health and safety "bill of rights": The convention adopted the CLC's first policy paper on occupational health and safety, which commits the CLC to renewed efforts to ensure a safe and healthy workplace for Canadians. See **page** **298**

Working women's "bill of rights": The 90-per-cent-male CLC convention overwhelmingly approved the adoption of a "bill of rights" for working women. See **page** **299**

Education committee report: A significant policy on paid educational leave, continued support for the Labour College, and resolutions that more information about the labour movement should be disseminated through schools, emerged from the convention. See **page** . **299**

Canadian Paperworkers Union walkout: The conflict between the Canadian Paperworkers Union and the United Paperworkers International Union was spotlighted at the CLC convention when CPU delegates, joined by many others, walked out on UPIU president, Joseph Tonelli during his "fraternal greetings" from the AFL-CIO to the CLC. See **page** **300**
See also, Fraternal greetings, **page** **305**

Energy policy: The CLC denounced the government for its current energy policies and proposed an alternative. See **page** **301**

International affairs policy: A condemnation of the AFL-CIO withdrawal from the International Confederation of Free Trade Unions, support for Canada's development efforts in the Third World, and harsh criticism of multinationals are among the positions endorsed by the CLC. See **page** **301**

The 1976-78 CLC executive: A list little changed from the past two years emerged from the election of officers by this convention. See **page** **302**

Resolutions: Delegates adopted more than 300 resolutions on a wide variety of subjects. For a sample of some of the issues discussed, see **page** **302**

Issues and personalities: From Labour Minister John Munro who wasn't there, to NDP leader Ed Broadbent, Joe Morris, "Lofty" MacMillan Grace Hartman, and Louis LaBerge, who were, a number of leaders and issues were spotlighted during the convention. For a few of them, see **page** **303**

Fraternal delegates: Union spokesmen from Britain, Israel, the International Confederation of Free Trade Unions, and the United States reminded that the trade union movement is truly international, if not always united. See **page** **305**

Labour's manifesto

A document entitled "Labour's Manifesto for Canada" was the first major item the CLC executive presented to the 2,300 delegates on the opening day of the CLC's 1976 biennial convention in Quebec City, May 17-21. Almost three hours of impassioned, often rancorous debate preceded the adoption of the 6,000-word document containing the CLC executive's demands that the government withdraw its wage and price guidelines and permit labour to decide Canada's economic and social policies as equal partner with business and government. (see text, p. 306).

Many of the delegates speaking on the issues claimed that such a tripartite scheme would corrupt the labour movement by such a display of co-operation with the forces that oppress the worker. Those supporting the manifesto saw the tripartite scheme as labour's most direct and effective means of helping shape Canada's future social and economic policies. At times, those opposing the manifesto spoke so vociferously, there was some doubt that the convention would endorse it.

Each time a particularly eloquent spokesman urged delegates to reject the document, a member of the executive rose from the platform to defend it. At least one delegate objected to this practice and said that if the executive wanted to address the convention, they should take their turn at the microphones on the convention floor, like everyone else. The executive ignored this remark and continued to address delegates from the platform. A particularly impassioned plea for delegate support of the manifesto was made by Shirley Carr, one of the three CLC executive vice-presidents, who told them, "the manifesto moved me more than anything in my trade union life...There's no room in this hall for anyone to back down...This is our country and somebody wants to take it away from us."

"This document shows us [the labour movement] as committed citizens of a land we own." She urged delegates "to stay committed...it's your heritage, don't throw it away."

Several delegates then spoke in support of the manifesto until another delegate urged that the convention reject the manifesto because it propounded the myth that workers will advance through co-operation with business and government. Then, Louis Laberge, outspoken president of the Quebec Federation of Labour, assumed the role of peacemaker between the pro- and anti-manifesto factions at the convention. He told the delegates that "although the manifesto has some flaws, it deserves our support.

"What we have to do is organize ourselves and get our people ready to fight and change the government...the manifesto is something for the labour movement to support." His remarks were greeted with applause from the floor.

Nevertheless, several more delegates spoke against adopting the manifesto, contending that a partnership with business and government won't serve the best interests of labour.

In response, John Fryer, a CLC vice-president and general secretary of the British Columbia Government Employees Union, accused the delegates of "tearing each other's guts out" and splitting the labour movement's solidarity against wage and price controls and in its demands for a share in shaping government policy.

Fryer's fears proved unfounded. His remarks drew boos and catcalls from the packed convention hall. To the relief of the CLC executive, almost 80 per cent of the delegates voted by show of hands, to accept the manifesto.

After an intervening address by fraternal delegate Marie Patterson from the British Trades Union Congress, the CLC executive presented delegates with a second major document — a proposed mandate to call a national work stoppage to protest the wage and price controls "if and when necessary" in order to demonstrate labour's opposition to the program. At a news conference after the manifesto debate, CLC president Joe Morris explained that the manifesto is a necessary guarantee that Canadian workers will have input into government policy making.

Morris contended that labour has never been able to sit down with government and have a real say in decision-making. Commenting on the CLC withdrawal from the tripartite Canada Labour Relations Council soon after the wage and price controls program was announced, Morris said the government representatives on this body were "only interested in pushing a policy they had already formed in a back room. Morris also asserted that labour will not become a "handmaiden" to the federal government in any tripartite talks on the economy during the post-controls period.

Delegates also adopted an economic policy statement that reiterated the manifesto's call for "genuine" participation in the formulation of national economic policy. lg

General strike vote

Grace Hartman, recently-elected president of CUPE and a member of the CLC executive, pledged that the 225,000-member CUPE would support a general work stoppage. She emphasized, however, that a decision to strike would be a difficult one for CUPE members — especially those working in hospitals and old peoples' homes.

Also among those supporting the executive's "wait and see" stance on calling a general strike was Dennis McDermott, Canadian director of the 117,000-member United Auto Workers' Union. He warned delegates that a hastily-called and ill-planned strike could prove to be a disastrous "charge of the Light Brigade" that could take the labour movement 10 years to repair the damage.

Arguments to this effect obviously held the most sway among delegates who voted to adopt the strike mandate proposal containing the "if and when necessary" provision.

Morris, at a news conference after the conclusion of this historic day's proceedings, told news reporters that a general strike would be inevitable, "...if there is continued pressure exerted on the workers and the poor, if there is no alleviation of the problem and if there is continued depression of purchasing power. All these elements would combine to generate a general strike and will probably cause one."

A mandate to call a Canada-wide general work stoppage "if and when necessary" to protest the government's wage and price control program was given the CLC executive after less than one hour's debate.

In the opinion of many veteran labour observers, the adoption of the "executive council policy statement program of action" — the 460-word document containing the strike mandate — the same day as the labour manifesto, made the opening day of the 1976 CLC convention one of the most significant days for the Canadian labour movement since the CLC was founded 20 years ago. (See text of statement below.)

The majority of the few delegates who voiced opposition to the strike mandate from the convention floor, did so because they wanted the conditional aspect — the "if and when necessary" phrase — deleted. The militants wanted a national work stoppage declared right then and there.

Prominent among these militants was "Lofty" MacMillan, organization director of the Canadian Union of Public Employees, who later in the convention failed to unseat Joe Morris as CLC president, when he ran against him in the election of congress executive officers. During the strike mandate debate, MacMillan urged the executive to drop the "if and when necessary" qualification and call a work stoppage.

He said the rank and file across the country are ready for a strike against the wage and price controls and said it was unnecessary for the executive to postpone calling one and to launch a campaign to persuade the union locals. lg

Strike mandate

The following is the text of the CLC's executive council "policy statement program of action" containing the general work stoppage mandate approved by the Quebec City convention:

...In order to achieve the goals of the manifesto and expand our opposition to the controls, we must have a commitment from all sections of the Congress. Our goals will require the total mobilization of resources and the full collective will of the Canadian labour movement. Nothing less will do!

The affiliates must commit the time, the expertise and the resources of their staff to the task of organizing and carrying the campaign to the communities in which our people reside. We must familiarize all Canadian workers and the Canadian public with our program and our reasons for it...If the movement understands and is prepared to do all these things, then we can achieve what we have set out to do.

...It must be clearly understood by all governments that we will fight to maintain our heritage; the right to control our own destiny, the right to freedom of association; and the right to dissent. For without the preservation of these fundamental rights, we cannot preserve the democratic nature of our country.

Therefore, the Executive Council, in full recognition of its responsibilities to the Congress, the affiliates and their membership and our country, recommends ... that we dedicate ourselves to fight for the principles expressed in the manifesto and to give to the Congress through its Executive Council, a mandate to organize and conduct a general work stoppage, or stoppages, if and when necessary. lg

Delegate victory

Canada remains the largest labour movement in the world to retain the practice of permitting each local of affiliated unions the right to send a delegate to conventions of the national labour central.

In a major upset for the CLC executive, the majority of delegates at the recent Quebec City convention rejected a proposal to change the system of selecting delegates to CLC conventions.

The rejected formula would have provided for "representation by population" by allowing the election of one delegate for each 1,000 members of every affiliated union.

Committee members and the CLC executive contended the change would preserve the democratic structure of the CLC and give the rank and file a more effective voice. Their arguments, however, failed to convince delegates that a crowded convention hall with only a few delegates able to speak on each issue was less democratic than the proposed proportional representation scheme.

Speaker after speaker from the convention floor rejected the amendment that would have modified delegate selection and reduced their total number.

Those supporting the proposed plan pointed out that few Canadian cities have facilities big enough to accommodate gatherings of more than 2,000 people seated at tables. The CLC now has more than 10,000 locals eligible to send a delegate to the biennial conventions. The Quebec City meeting drew about 2,300.

Grace Hartman, president of the Canadian Union of Public Employees, said the fact that CLC conventions are big is no reason to change the method of representation. "I don't want to play God by deciding which members of my union will be delegates." The CUPE delegates who led the opposition to the proposed amendment cheered when a standing vote turned down the proposal. CUPE, as Canada's largest union, which also has more locals than the average union, tends to send a large number of delegates to CLC conventions.

Louis Laberge, president of the Quebec Federation of Labour, said the CLC's problem is that it is growing fast and getting more members, "and that's the kind of problem I don't mind having."

There were 1,887 delegates from local unions at the May convention in Quebec City, 702 from national unions, 1,162 from internationals, and 23 from directly-chartered CLC affiliates. The 1978 biennial convention is planned for Winnipeg, which has the only convention hall in Canada that can hold more than 2,500 delegates in the traditional CLC seating arrangements.

In the meantime, the executive will study a proposal adopted by the Quebec City convention — an investigation of European labour conventions with theatre-style seating and all speeches from the platform.

At a news conference after the debate, CLC president Joe Morris said he does not favour or look forward to a European-style or theatre-seating convention for the CLC. lg

Health and safety "bill of rights"

Delegates making emotional speeches about dead and dying fellow workers preceded the unanimous adoption of a policy statement calling for "a safety and health bill of rights that guarantees to every Canadian freedom from man-made occupational and environmental hazards."

One delegate urged that a withdrawal of services should be a right when workers feel their lives are in danger. Another said that the blame for the shocking hazards facing workers "rests squarely on the shoulders of federal and provincial governments."

The policy statement adopted by the 2,300 delegates on behalf of the CLC's more than 2 million members, deplored the fact that "the true statistics of present industrial carnage are unknown. Many workers contract diseases which, at the time they are discovered, are not associated with employment. These workers go on suffering and finally die unaccounted for."

The working conditions for miners in the northern Ontario town of Elliot Lake were singled out in the document as an example of a community scarred by industry and government's lack of concern about the health of workers. It said Elliot Lake has "an incidence of lung cancer, silicosis, and other respiratory ailments ... far above normal."

The statement — the CLC's first detailed policy on health and safety in its 20-year history — noted that

In Canada, "exposure to lead, mercury, vinyl chloride, to name but a few of the more common industrial poisons, has become belatedly cause for unofficial concern.

"However, this concern only becomes apparent when public attention is focussed on the issue through the protests of organized labour and citizen groups. This is not good enough! The health and safety of workers and indeed of whole communities should not be dependent upon the periodic reflexes of government prodded reluctantly into action by angry workers and citizens.

It must be our goal to see that a new system of values and priorities is adopted by all levels of government and all types of industry...a system that places the health and safety of every worker ahead of profits or dividends...

"It may well be that society will decide that the human cost of some particular product is simply too high and that the product should be abandoned. However, and what is more likely, the result will be that scientists and engineers will be assigned the task of making the necessary changes in manufacturing technology so as to reduce the risks of the operation to an acceptable health and safety level."

The statement concluded by urging all CLC-affiliated unions to make health and safety an issue at the bargaining table. The CLC also pledged its health and safety committee would work toward developing uniform safety and health legislation and contract language suitable for inclusion in collective agreements. The CLC also pledged to its members that it would continue to press governments to establish standards on exposure levels for chemicals, noise, vibration, and other occupational health hazards. lg

Working women's "bill of rights"

A policy statement on equality of opportunity and treatment for women workers was adopted by the CLC convention which comprised about 90 per cent male delegates.

The 3,500-word document contained a 14-point declaration of human rights for working women and a plan for national and international action to obtain these rights.

The 2,300-delegate convention also committed the CLC executive council to setting up a women's department which would develop research programs on the status of Canadian women in the workplace.

The groundwork for the "bill of rights" and the demands for a women's department within the CLC originated at the CLC's first conference for women trade unionists, earlier this year. (See LG, April, p.201). The 400 delegates to the Ottawa conference adopted this same bill of rights, and with this weight, were able to present it to the executive committee who laid it before delegates at the Quebec City convention.

The document, which embodies many of the International Labour Organization and other United Nations human rights policies, commits the CLC to a specific program to help improve all aspects of life for working women.

It pledges the CLC to urge provincial governments to review existing legislation that discriminates against women workers. It also recommends educational and promotional measures to encourage a more equitable sharing of household tasks, including child-rearing, with male family members.

Several male delegates spoke from the convention floor in support of the document, including one who called it, "one of the most important and far-reaching documents endorsed by this CLC convention."

Resolutions related to women were also passed, endorsing more daycare facilities for children, and the encouragement of increased participation in union affairs by women members. lg

Education committee report

A policy on paid educational leave prepared by the CLC's education committee was adopted by the convention.

The document states: "In recognizing the need for lifelong education, it is also important to recognize the need for continuing economic security during the education or training period and after entering the workforce...As the country as a whole will benefit,

the country as a whole must be prepared to accept the economic task on a more equitable basis than in the past."

It further states, "the implementation of paid educational leave will require that we make it a collective bargaining goal and that we lobby the appropriate government bodies for legislation to assure its accessibility to all Canadian workers."

The paid educational leave legislation demanded by the CLC would allow all employees access to all forms and levels of education at the employer's discretion. The CLC says the funding should come from governments and employers — governments because they have "a clear responsibility to the workers of Canada" and employers, because they "reap the greatest benefits from an educated society."

The CLC paid educational leave policy echoes those adopted by the International Labour Organization in 1974, but which the Canadian government has not ratified. More recently, conferences on labour education last year in Ottawa and in Fredericton, adopted similar resolutions. At the CLC conference, a delegate suggested that a clause on paid educational leave be drafted by the CLC for inclusion in the collective agreements of its affiliates.

The education committee's general report noted that the CLC's education department is being flooded with requests for its new literature on the Canadian labour movement. Unions, high schools and post-secondary institutions are reportedly the most frequent requesters of this educational material.

The report also noted that "the continued attention to the school curriculum and material that will be an aid to both teacher and student, must be pursued. The development of labour studies at colleges and universities is encouraging. This type of program will be increasingly important as the union movement moves towards the establishment of its own educational centres."

Resolutions related to education adopted by the convention included one that post-secondary educational institutions accept credits from the Labour College, and that the CLC urge that the history and social implications of the labour movement be taught in schools, at all levels.

Several delegates spoke from the floor in support of paid educational leave, the value of education to the labour movement and urged that education be made more accessible to Canadian workers and their children. lg

Canadian Paperworkers Union walkout

Angry Canadian Paperworkers Union delegates joined by many from other unions, walked out of the CLC convention during an address by Joseph Tonelli, an AFL-CIO executive, and president of the United Paperworkers International Union.

The demonstration drew renewed attention to the CPU's unresolved conflict with its former parent union. The CPU was founded in 1974 when 55,000 Canadian UPIU members broke away to form their own Canadian union. The walkout on Tonelli was to protest the lack of support from the 2,800 Canadian paperworkers who remained members of the UPIU during a bitter eight-month strike by the CPU.

The walkout also drew attention to the CPU claim that the parent UPIU owes them more than a million dollars in union dues paid by the breakaway CPU members to the UPIU. A week before the founding convention of the CPU, Tonelli said the money could not be released until a full UPIU convention scheduled for this October.

In an interview after his words of "warm fraternal greetings from the AFL-CIO to the CLC," Tonelli denied that there was ever any pledge to turn over money from his union to the CPU. Tonelli said that under the UPIU constitution, the international union has the right to seize the assets of seceding locals, but had not done so.

Some CPU delegates complained that AFL-CIO president George Meany showed great insensitivity by sending Tonelli to the CLC convention bearing "fraternal greetings." Spokesmen for the CLC said they warned the AFL-CIO that Tonelli's appearance at the convention might create an unpleasant incident, but that knowing this, the AFL-CIO decided to send him anyway. lg

Energy policy

The CLC convention adopted an energy policy, as an adjunct to its economic policy, which blamed the government for "the shocking disarray" of Canada's current energy situation. The CLC document proposed "minimal essential ingredients" for "effective public control over the energy sector of our economy."

The proposals included the establishment of a "national energy corporation" which would determine the extent of energy reserves. It would also serve as the prime authority in developing new sources of energy such as coal gasification, tidal, thermal, and solar power. The policy paper also called for the national energy corporation to nationalize Imperial Oil, "since no other single company is in such a predominant position in the industry."

The policy paper asks government for a restructured set of regulatory agencies to supervise the energy sector. The revamped agencies would "treat all private and co-operative energy enterprises as public utilities, "thereby eliminating the danger of exploitation of consumers by private interests."

These regulatory agencies would also have the authority to regulate all exports of energy from Canada and "guard against...the adoption of a national continental energy policy." In the words of the policy paper, "for Canada, a continental energy policy would only mean that Canadians would sooner or later be asked to share in U.S. shortages."

The document also related its proposed energy policy recommendations to job creation. It urged the government to "ensure that more of our raw energy products are processed in Canada. The potential for job creation in this area is extremely good."

The 2,300-delegate convention also approved a proposal to create a special agency to deal with the consequences of moving to a conserver society. "Most importantly," the document stressed, "it will have the specific job of ensuring that skilled workers are trained to take advantage of the new jobs created as we alter our current energy consumption patterns."

The document also called for a restructured transportation system that would establish transport corridors for electric power transmission routes, pipelines, and high speed railways, and develop all new pipelines under public ownership.

The policy demands also the continued monitoring of all pricing decisions relating to energy products "to ensure balanced development of all energy resources without exploiting consumers." lg

International affairs policy

This year's CLC international affairs policy statement endorsed by the Quebec City convention covered a wide range of issues.

It denounced "the continuing military takeovers and destruction of democratically elected governments" and urged support for suppressed workers in Chile, Portugal, and Spain. It also deplored the murder of José Mercado, president of the Colombian Workers' Confederation.

The CLC document expressed regret that "the arms race continues almost unabated" and urged the federal government to pull out of NORAD and to de-emphasize the military role of NATO by "developing the economic and social aspects of the North Atlantic region."

On the subject of multinational corporations, the document pledged CLC support for the non-governmental agencies attempting to ensure that Canadian multinationals accept and live up to their social responsibilities. It also stated that the CLC "intends to intensify its efforts at the national and international levels to support controls that will ensure accountability on the part of multinational corporations.

The CLC document lauded the efforts of the International Confederation of Free Trade Unions to build worker solidarity for social and economic justice. It also gave a subtle rebuke to the United States' labor movement for its withdrawal from this body. The document said, "We hope the AFL-CIO will decide to rejoin the ranks of the ICFTU. The strength of the organized

workers of the United States must serve the whole family of free workers in the world. Fragmentation of the efforts of workers must be avoided wherever possible."

The CLC international policy also supported the efforts of the United Nations Conference on the Law of the Sea. The document says the sea bed is the "common heritage of all mankind" and an international sea bed authority should be empowered to licence and impose a world tax on all mining activities in the seas and establish international environmental standards.

The CLC stance on Canada's assistance programs to developing countries concurs with many objectives of the Canadian International Development Agency and non-governmental organizations involved in international development. It calls for a "people-oriented development strategy which can only be implemented with trade union participation."

The CLC also supports the demand that Canada's external development program should be increased to 1 per cent of the gross national product. The document concludes by saying that "workers and their families cannot wait for a better world, they have to go out and create it." lg

CLC executive officers 1976-1978

President: Joseph Morris, International Woodworkers of America
Secretary-treasurer: Donald Montgomery, United Steelworkers of America
Executive vice-president: Shirley Carr, Canadian Union of Public Employees
Executive vice-president: Julien Major, Canadian Paperworkers Union

General vice-presidents

Grace Hartman, Canadian Union of Public Employees
Louis H. Lorrain, Canadian Paperworkers Union
William Mahoney, United Steelworkers of America
Dennis McDermott, United Auto Workers
William C.Y. McGregor, Brotherhood of Railway, Airline and Steamship Clerks
E.T. Staley, United Brotherhood of Carpenters and Joiners of America

Vice-presidents at large

Ken Rose, International Brotherhood of Electrical Workers
Si Bresner, International Ladies' Garment Workers Union
Claude Edwards, Public Service Alliance of Canada
John Fryer, British Columbia Government Employees Union
Huguette Plamondon, Canadian Food and Allied Workers
Mike Rygus, International Association of Machinists and Aerospace Workers
Don Secord, Canadian Brotherhood of Railway, Transport and General Workers
Bob Smeal, Canadian Air Line Flight Attendants' Association
George Watson, Textile Workers' Union of America
Lynn Williams, United Steelworkers of America

Presidents of the provincial federations of labour

Tom Mayo, Newfoundland
Gerald Yetman, Nova Scotia
Paul LePage, New Brunswick
James Gyurus, Prince Edward Island
Louis LaBerge, Quebec
David Archer, Ontario
H.L. Stevens, Manitoba
George Semeniuk, Saskatchewan
Reg Basken, Alberta
George Johnston, British Columbia lg

Resolutions

Capital punishment: A resolution that called for the re-institution of capital punishment and a reversal of the CLC's traditional anti-capital-punishment stance was narrowly defeated. The rejected resolution called for the CLC "to petition the government of Canada that the death penalty for all convicted murderers be reinstituted."

Pensions: The convention passed a resolution calling for a retirement age of 60 under the Old Age Security Act and the Canada Pension Plan. The convention called also for an increase in old age and disability pension payments and uniform pension legislation in every province. Delegates also pressed for the federal and provincial governments to enact pension legislation that would require full disclosure to all participants on their investments and provide for equal worker-employer representation on the administrative boards of trustees of employee pension plans. Another resolution urged the indexing of the Canada Penion Plan and the

Quebec Pension Plan to the cost of iving "to provide necessary ncreases each year, adjusted on a quarterly basis." The pension reso-utions included one calling for the nclusion of "women working in the nome" in the CPP and QPP.

Transportation policy: The conven-ion passed a resolution condemning "the foolish and irres-ponsible policy of rail line and passenger service abandonment adopted by the railway companies with wanton disregard for the needs of Canada."

Minimum wage: The convention adopted a resolution calling for a $4.50 an hour minimum wage to be adjusted quarterly in accord with the fluctuations of the Consumer Price Index and semi-annually, in accord with the gross national product.

Pricing code: The convention adopted a resolution condemning the universal pricing code symbol introduced by the packaging industry, because it cannot be deci-phered by the consumer. The universal pricing code is a series of wide and narrow black lines on supermarket packages that is read by a computer at the check-out counter. The CLC called on the federal department of consumer and corporate affairs to implement legislation requiring price marking on individual articles and packages.

Holidays: The convention passed a resolution urging legislation to establish mandatory minimum vacations of three weeks with pay after one year's service and four weeks with pay after 10 years service.

Fishing limits: The convention adopted a resolution that Canada should enforce a 200-mile zone, "unilaterally if necessary," off east and west coasts to protect Canadian fisheries from foreign fleets.

Venereal disease: The CLC conven-tion passed a resolution supporting family life education to provide information on the prevention, detection, and treatment of venereal disease because of its "almost epidemic proportions in North America."

Unemployment Insurance: The convention denounced the "inade-quate and restrictive" aspects of the Unemployment Insurance Act and called for a restoration of the 75 per cent of earnings payment. It also called for the reduction of the waiting period for benefits from two-weeks to one week, and extending benefits to workers honouring bona fide picket lines and those locked out by employers. Extending maternity leave provisions to 18 weeks from the current 15, was also called for, along with the reinstitution of unemployment insurance benefits for workers 65 and over.

Family Allowance; The convention passed a resolution condemning the Chamber of Commerce for its call to abolish the family allowance. lg

ssues and personalities

Joe Morris may have experienced his finest hours as CLC president, during the Quebec City convention. He was re-elected by a vote of 1,492 to 375 and managed to rally the usually fragmented labour movement to support his manifesto and give the CLC a mandate to call a general strike. The 63-year old Morris was also voted a pay increase of $5,000 this year and another $5,000 next year, bringing his current salary to $35,000 a year.

Louis Laberge, the Quebec Federation of Labour's volatile leader in an unaccustomed role as "peacemaker", helped smooth over delegate disagreements on several occasions during the convention. He also managed to keep Quebec's labour problems off the convention floor but did, however, get unanimous delegate support for Quebec's 185,000 government employees in their "Common Front" contract dispute with the provincial government, still in progress during the convention.

All CLC affiliates were urged to adopt the **universal union label** and to negotiate its use on their products by employers in the manu-facturing sector.

In a break with CLC tradition, Canada's federal labour minister was not invited to address the biennial convention, this year. **John Munro,** did, however, phone his congratulations to Joe Morris when he was re-elected CLC president and arranged a June 17 meeting with the CLC executive. Munro charged that the CLC's failure to invite him to address the convention shows a lack of CLC confidence in its opposition to the government's anti-inflation program. Munro added that although the CLC opposes the government's wage and price control program, it should have been "confident enough of its structures and membership that they would allow a contrary view to be expressed" during the Quebec City meeting.

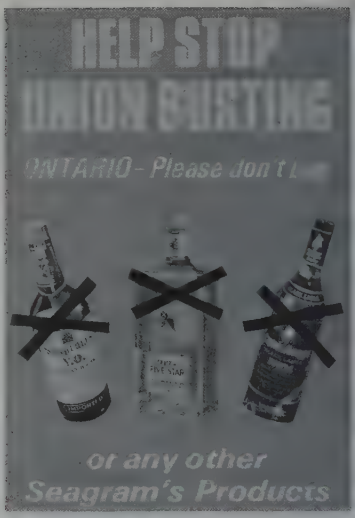
Ed Broadbent, federal New Democratic Party leader pledged his party to continuing the fight to eliminate the government's wage and price control program. Broadbent was the only elected politician to address the convention. As part of its political education committee report, the CLC executive called upon its affiliated organizations and unions to rally "the fullest possible support" for the NDP in its reaffirmation of solidarity with that political party — a tradition since the NDP was formed in 1958.

Grace Hartman, president of the 225,000-member Canadian Union of Public Employees led the crusade against a constitutional amendment that would have restricted the number of delegates to future CLC conventions and modified the elegibility procedures. She was also returned by acclamation along with the CLC's other five vice-presidents-at-large, during the biennial election of officers.

"Lofty" MacMillan lost in his bid to unseat Joe Morris as CLC president by drawing only 375 out of a total of 1,867 votes cast, but graciously moved that the convention unanimously unite behind Morris as CLC leader.

Thomas Studio

The 2,300-delegate convention observed a minute of silence in tribute to **Russell Bell,** the recently-deceased CLC research director and former research director of the CCF party and labour advisor to the Organization for Economic Co-operation and Development. He died at 52, May 16, after a long illness.



The convention called for a nation-wide consumer **boycott of Seagram's and Sons products** because at the time of the convention it had refused to end an illegal lockout of its employees in British Columbia. Joe Morris, in denouncing Seagram's — one of the largest distillers in the world — told delegates that the company had refused to resume normal bottling operations despite an order to do so by the B.C. Labour Relations Board, a decision upheld by the Supreme Court of British Columbia.

The conference passed a resolution challenging the government of Canada to call a federal election on the wage and price control issue. Many delegates wore the **CLC's official padlock-symbol "Why me?" buttons** to protest the government's wage and price control program. The walls of the convention hall were covered with banners bearing slogans condemning the government's program. lg

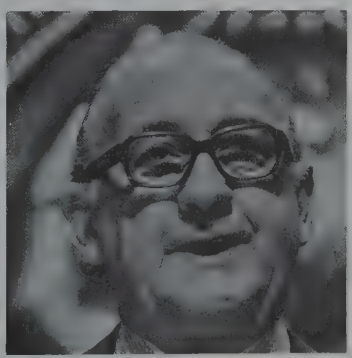
Fraternal delegates

Joseph Tonelli, president of the United Paperworkers International Union, who represented the AFL-CIO at the conference had hardly started speaking when a large number of delegates, led by the Canadian Paperworkers Union walked out in protest. (See story, p.300). Tonelli ignored the walk-out and continued his words of fraternal greeting in which he praised the close ties and co-operative efforts of the AFL-CIO and the CLC.

Marie Patterson, one of the five presidents of the British Trades Union Congress said education and training at the beginning of young people's working lives is a critical and neglected aspect of unions' and employers' responsibility. She bemoaned that so many women, despite the accomplishments of international women's year in 1975, are often channelled into "narrow" jobs with few chances for promotion. She also called for increased training of shop stewards and trade union officials so they may better serve their members.

Otto Kersten, general secretary of the International Confederation of Free Trade Unions, praised the CLC for being one of the ICFTU's "staunchest supporters." He noted that the highest rates of unemployment since the Depression, soaring prices, and governments attempts to deal with these problems at the expense of trade union rights, face workers everywhere. He told delegates that the international trade union movement must develop in order to ensure that international decisions take account of the interests of working people.

Yaacov Cohen, American representative of Histradut, the trade union movement representing 90 per cent of Israel's wage earners, spoke of his organization's close ties with the International free trade union movement. He introduced a political note in his fraternal greetings when he said that "Israel has never denied the Palestinian's rights for self-determination...they consistently have been denying our rights and threatening to exterminate Israel as a Jewish state..."



Lord Alfred Allen, a member of the British Trades Union Congress' general council told the CLC delegates about the British labour movement's "new deal" with its Labour Party and outlined the British trade union movement's contribution to reforming and planning national economic policies that have led to economic recovery, lower unemployment, and lessened unemployment in Britain during the past two years. lg

The following are excerpts from Labour's Manifesto for Canada

Most of us are still reeling from the introduction of wage controls. Compulsory national arbitration of all major collective agreements is such a rude shock to the trade unionist's conception of free collective bargaining that it knocks the stilts out from under the economic, social and even political ideas with which we see ourselves and our role in society. The consequences of wage controls for working people and their organizations are unfolding at a disturbing speed:

- a steady stream of collective agreements are being rolled back;
- free collective bargaining has been suspended;
- there is no effective recourse to appeal;
- once a collective agreement has been concluded it has to be renegotiated all over again with the AIB;
- unions are increasingly having to face the prospect of striking against the AIB and, by implication, the government;
- the arithmetic guidelines are being applied with a bureaucratic slavishness which makes nonsense of the "historical relationships" and "special considerations;"
- gross inequities are being created among workers doing the same jobs...

The response of the Congress to the government's attack on the incomes and rights of working people has been consistent and unequivocal but it remains defensive. The time has come to move to the front — to escalate our opposition to wage controls and to formulate a labour program for the political, economic and social future of this country. A few short months of controls has been expanded to a debate about the post-control society or "decontrols." We must begin by understanding the meaning of "decontrols" and the economic objectives of both controls and "decontrols..."

There are at least four possibilities:

1. It could mean that [Prime Minister] Trudeau has rediscovered his youthful social conscience and is now going to use his position of power to build a more equitable and planned society. This seems an unlikely interpretation but, even if it is true, the fact is that Trudeau does not have the political base within his own party to carry out that kind of change. Perhaps he is looking for a political realignment...

2. Decontrols may mean a kind of liberal corporatism in which organized labour co-operates with the state and business to establish guidelines for our respective demands on the economic system and to determine our respective shares...

3. Decontrols might mean a return to "normalcy" as so many liberal economists would like to believe is possible. The theory is that all the economy needs is a rude shock to make groups who have been demanding too much behave themselves and then the rules of the game will be able to do the job once again.

4. Decontrols may mean, "How do we move out of the control period in such a way as to ensure that organized labour is not able to recover the losses incurred in the control period?"

Clearly none but the first of these possible meanings is acceptable to social democratic trade unionists. Unfortunately, it is also the least likely outcome...

The question for trade unionists is simply, "How much power do we have?" Do we have to accept wage controls and go along with the government's notions of liberal corporatism? Can we protect the basic rights of working people and defeat wage controls? Do we have enough power to force the government to give "decontrols" the first possible meaning?...

If we look specifically at the anti-inflation program we see that it has two elements — direct controls on incomes and prices, and a shift in monetary and fiscal policy. Perhaps the actual impact of these two elements will lead us to the basic economic problem which the government is trying to solve. We know that controls on prices and incomes are, in fact, wage controls...

With respect to monetary policy, conventional economic thinking suggests that tighter money will result in more unemployment. Fiscal and monetary policy have proven to be insufficient tools for economy management because they seem incapable of dealing with inflation and unemployment at the same time. The fact that the government in its role as economy manager continues to use these instruments suggests that the problems remain the same. It is just that more instruments are required.

The government's conception of a fiscal policy which deals with inflation is one which involves cuts in government expenditure...This has become particularly difficult since many social security and social welfare programs have been legislatively protected against the effects of inflation in recent years. Governments no longer have the option of not making discretionary increases in old age pensions. Consequently, we have a growing chorus of calls for a general review

of "statutory expenditures." The federal government is introducing legislation to limit its share of the cost of medical services and reduce its share of the total cost of unemployment insurance. In the provincial sector, governments are reducing the budgets of welfare agencies, closing the hospitals or reducing available services, increasing medicare costs and introducing work-for-welfare schemes. These programs serve as wages and salaries for people who cannot find work for a whole range of reasons or provide services which would otherwise have to be paid out of wages and salaries...

We have decided not to accept the reductions of rights and wages... However, if we do have the power to resist wage controls, then we also have the power to create social democracy. But for this result to occur, organized labour needs to develop national bargaining power to deal with the national economy managers, and a national social and economic program — a bargaining position...

Labour must make it clear that it will never enter any tripartite arrangement at less than full partnership status. Full partnership means that national planning must include more than an incomes policy in which only wages and salaries are restrained...

A prerequisite of tripartism must be that management gives up its unilateral right to determine investment and pricing policies. Labour must not willingly enter into any arrangement where only half the income equation — i.e. wages — is to be determined. To do this would place labour continually on the defensive for all time...

Unless the business community and government are willing to concede power to labour, tripartism will turn into a method of control over labour unions and the cost of labour. This of course is most unsatisfactory...

Labour has always set the price at which it would support "the system." At the local or plant level, labour, through collective bargaining, negotiates the price at which it agrees to support the plant enterprise. At the national level, the price of labour's support has been legislative measures in the field of social security, such as the universal right to education, pensions, unemployment insurance, old age security, family allowance and others. The price of labour's future support must be an equal share in the economic and social decision-making on a national basis with the other partners — business and government...

If labour's co-operation is required to lead us out of our economic difficulties then it can only be on the basis of a program that:

- recognizes the right to employment for a living wage as the cornerstone of a productive and equitable society;
- recognizes the need to create jobs as the first economic priority;
- contains a commitment to protect those who suffer from inflation by taxing those who benefit;
- includes a commitment to redress this country's unacceptable record in redistributing income;
- recognizes that an equitable society can only be achieved if the power of corporations to set prices is constrained to match the constraint which is imposed on the price of labour by the collective bargaining process;
- recognizes that private investment decisions must serve the interests of ordinary people...

What is required is a system of national social and economic planning. Only through planned development will we be able to:

- direct investment to creating jobs in secondary manufacturing and in the regions where they are most needed;
- ensure that the resources are available to meet basic needs such as housing;
- implement a program of national manpower planning;
- plan future urban growth and protect land for food production;
- negotiate the distribution of our national income on an equitable basis;
- develop a national transportation policy which would complement a national industrial strategy;
- implement a social security and health services system which would apply equally to all Canadians;
- establish our national social and economic priorities.

The 10-point program of the Canadian Labour Congress has been put forward as an alternative to the government's anti-inflation program. It is a social as well as an economic program which would establish basic standards of income and housing for all Canadians — which would create jobs and protect those who suffer most from inflation. It is a program which has been adopted by all the affiliates of this Congress and which has been promoted and accepted the length and breadth of the labour movement... lg

Industrial accident prevention conference

On-the-job health hazards abound

by Roy LaBerge

Low back pain, noise, dangerous chemicals, language difficulties, alcohol and even typewriters were among the industrial hazards considered by participants in the 1976 safety conference of the Industrial Accident Prevention Association, in Toronto, April 5-7.

The extent of low back pain as an industrial hazard was described by Harold S. Phillips, safety supervisor for Kodak Canada Ltd. He said one out of every six babies is born with a back problem and by age 30 half of them have some form of back complaint.

He said the frequency and cost of back injuries are increasing faster than other kinds of industrial accident claims, and that "Whether the pain occurred as a result of an occupational situation or not matters little; industry is going to pay for it anyway."

Phillips said physicians often diagnose low back "strain" because they "don't have time for a proper diagnosis," but the main cause of low back pain is "Degenerative disc problems — not strains or sprains."

"The causes are bad posture, fatigue, poor physical fitness. We emphasize proper lifting techniques, but we do absolutely nothing to encourage toning exercises to strengthen the spine."

Dr. Bette Stephenson, Ontario's labour minister, mentioned the inability of many Italian employees to understand and speak English as a factor in construction accidents.

Roy LaBerge teaches social science at Algonquin College, Ottawa. He is also a journalist and former editor of **Canadian Labour**.

"Fewer than 10 per cent of all Italian immigrants entering Canada can speak any English at all," she said. "And 70 per cent of Italian immigrants strongly support the retention of their own language."

The provincial government was conducting a pilot project in south-western Ontario to help them know their rights and responsibilities within the provincial regulations. One feature was a "hot-line" through which employees were able to get information — in Italian — on industrial safety, workmen's compensation and employment standards. The program was trying to motivate the workers to report unsafe conditions to their employers.

Stan Webb, a technical consultant, warned conference participants that

Hearing loss..."may become the greatest compensation problem"

hearing loss induced by noise is irreversible "and may become the greatest compensation problem." Unless noise levels in industry are kept within safe limits, "compensation costs to industry will sooner or later exceed the cost of all other occupational diseases combined."

Other adverse effects of noise he listed — all potential accident causes — were lower productivity, irritability, mental fatigue, lowered attention and lowered alertness.

An industrial hygienist said the number of chemicals produced and used in industry has multiplied at a tremendous rate during the past few years, but definitive information is available on only about 500 of them.

Dr. L.A. Krause, manager of environmental hygiene and toxicology for Olin Corporation, New Haven, Connecticut, said Olin conducts regular biological tests on its employees to determine whether they are experiencing harmful reactions to any chemicals. But he said such tests must be conducted early, even before the workers are aware of any symptoms, so they can be removed from exposure.

Two to three per cent of the work force are problem drinkers, according to Dr. J.D. Black, of Ontario Hydro's health and safety division. He described alcoholism as industry's "million dollar hang-over," and said problem drinking is

...tests must be conducted early, even before the workers are aware of any symptoms...

often camouflaged by the employee himself and even by his boss or well-meaning fellow workers.

Typewriters are not hazards in themselves, but workers sometimes injure themselves by lifting them, said A.H. Danek, co-ordinator of administrative services for International Harvester Company of Canada Limited.

He described an office as a "dangerous" place to work: people trip and slip on pencils, electrical outlets or garbage cans; they crush their hands opening doors or filing cabinet drawers; office workers can fall downstairs or get hit by opening doors. He said his company instituted an "office employee safety program" with wardens trained in fire prevention, first aid and building evacuation procedures.

F.J. Doyle, chairman and president of Canadian Pittsburgh Industries, gave the conference keynote address, warning that both government and industry must take steps to correct abuse of public and private compensation benefits from industrial accidents.

"Looey, maybe you should put off running for safety committee chairman till *next* year."

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T.H. Davidson, a safety consultant to the IAPA, told the conference participants they sometimes expected production workers to do up to 20,000 operations a day without making a mistake. But 20 per cent of all accidents resulting in personal injury are due to unsafe conditions, he said.

And Don Campbell, an IAPA supervisor, warned: "Don't expect employees to co-operate in correcting their errors unless every effort is being made to control unsafe conditions."

...people trip and slip on pencils...

In all, more than 100 speakers and panellists spoke at 60 conference sessions. Other topics included crime prevention, inflation, plant security, loss control in food products, school safety, first aid training, motor vehicle maintenance and safety, electrical safety and off-the-job safety.

John D. Abell, manager of manufacturing and facilities engineering for International Harvester Company Limited was elected president of the association, succeeding George A. Franklin, vice-president, industrial relations, GTE Automatic Electric (Canada) Limited. lg

Economic Council of Canada study

The Canadian labour market

by Roy LaBerge

The Economic Council of Canada has put forward several recommendations aimed at removing obstacles to a "more efficient and more humane" Canadian labour market.

They include new statistical measurements of the market; a continuing review of the unemployment insurance program; improvements in the industrial relations system; a permanent program of job creation; and better job opportunities for young people, the aged, mothers with children, and people who are physically handicapped "or otherwise disadvantaged."

The recommendations appear in a 300-page report entitled *People and Jobs — a Study of the Canadian Labour Market*, which describes as inadequate the current data on which Canadians base their knowledge of the labour market.

The report, published in March, is the result of a three-year study by ECC researchers and outside consultants. It provides Canadians with an up-to-date description of a highly fluid labour force.

"We can no longer take the view that the labour force is composed mainly of workers who stay put, holding one job year in and year out, while only a small number change jobs frequently and experience unemployment," the council contends.

Roy LaBerge teaches social science at Algonquin College, Ottawa. He is also a journalist and former editor of **Canadian Labour.**

For example, at any point of time in 1975, a few more than 10 million Canadian residents were working or actively looking for work. But overall, "taking account of the continuous ebb and flow of persons in and out of the labour market," the actual number who worked some time during the year in full-time, part-time, or casual jobs exceeded the reported labour force total by an estimated 2.5 to 3 million.

And of the approximately 13 million total participants in the labour force last year, as many as 40 per cent, or possibly more, "changed jobs with or without a bout of unemployment, entered, re-entered, left the labour force, or became unemployed."

To the ECC, our present main sources of labour market knowledge — monthly or quarterly data on the stocks of employed and unemployed persons, and job vacancies — are not good enough.

"We can no longer take the view that the labour force is composed mainly of workers who stay put..."

The Council recommends that Statistics Canada, with the co-operation of other departments and agencies "develop, publish and analyse additional information with respect to employment, unemployment, turnover, gross flows, and the wages and incomes of families and individuals."

The report questions current use of the aggregate unemployment rate as an indicator of the performance of the economy and of the hardships of families and individuals.

It is no longer "a complete indicator of idle labour capacity" since employers have difficulty finding workers with the appropriate qualifications, and many workers have difficulty finding acceptable jobs. Moreover, increasing numbers of women and young people, while not part of the labour force in a statistical sense, "would nevertheless like to find jobs."

The ECC also rejects the unemployment rate as an indicator of economic performance or of tightness in the labour market. Since there is no single market for labour, there may be "wage-increasing bottlenecks" in certain occupations, or regions, while the aggregate rate continues to indicate over-all slackness in the market. Moreover, "buoyant economic activity and high inflation rates have been accompanied by high unemployment levels in recent years."

The Council believes the seasonally adjusted changes in non-agricultural employment or the unemployment rate for males in the 25-44 or 25-54 age groups could be a "more useful" measure of economic activity.

The gross unemployment rate also fails as an indicator of hardship because poverty "is no longer a phenomenon closely related to the labour market." This is largely because half of all families today have two or more income earners.

In half the cases where unemployment occurred in 1971, the average family income was higher than that of families with no unemployment. The net contribution of supplementary breadwinners to the family income "more than compensated for the period of unemployment they endured." Since then, increases in unemployment insurance benefits "may have further improved the situation."

"The build-up of the unemployment insurance program to the point where some benefits paid to individuals exceed provincial minimum wages, coupled with the fact that typically more than half the unemployed are not, in any event, the main family income earner, makes it clear that inferences about hardship on the basis of aggregate unemployment rates can be quite misleading," the ECC says.

"For this purpose, although one might suggest more appropriate measures of hardship associated with unemployment, we believe that it is more useful to concentrate directly on the adequacy of incomes, and on the improvement of data linking the incomes of individuals and families with work activity."

The ECC calls on the federal and provincial governments to take steps immediately to develop a

Our present main sources of labour market knowledge..are not good enough

program to create "continuing auxiliary jobs linked to the unemployment insurance system and aimed particularly at groups and areas faced with high unemployment." The program would work through conditional grants to the provinces, municipalities, social service agencies and participating businesses, and would be available to people who would normally be eligible for unemployment insurance benefits. This would not be a measure to combat cyclical unemployment but a "continuing mechanism."

The researchers found in cities and metropolitan areas "a real need" for better police protection, health care, pollution control, industrial safety, and transportation facilities, and "the tax base simply does not provide fully for these services." They note:

"In short, unmet needs and idle human beings coexist. With a suitable catalyst, they might well be conjoined productively. By the same token, taxes that are now channelled to unemployment insurance claimants might well be more efficiently used to create jobs that help to meet recognized human needs."

The auxiliary jobs would be available only to "genuinely unemployed" UIC claimants who are permanent members of the labour force. The program would involve creating continuing jobs "that would be held only for limited periods by each participant, who would be expected soon to return to a mainstream job." The workers would get their unemployment insurance benefits "topped up by additional amounts" to help make the program "attractive enough that no unemployment insurance claimant would have to be compelled to use it."

"We have in mind, for example, auxiliary work that could be performed for, and administered by, the Red Cross, the Crippled Children's Association, the Canadian National Institute for the Blind, and other agencies as well as by municipalities," the ECC explains. "We also perceive a need for auxiliary social workers, paramedical workers in hospitals and clinics, police aides, recreational personnel, road and building maintenance crews, and day-care attendants. In the main, these jobs would not require substantial amounts of accompanying expenditure on overhead or equipment."

Canadian rates for "quits and layoffs" were 20 per cent higher than in the U.S., 50 per cent higher than in France...

The ECC proposes measures to ensure fuller participation in the labour market of women, young people, the handicapped, welfare recipients and people living in outlying areas.

Improved day-care is one need the report mentions, but it calls also on both the private sector — management and labour — and governments "to review their efforts and funding priorities with a view to enriching the opportunities, career content, flexibility, and productivity of the work environment," for these groups.

The report deplores a "growing compartmentalization of employment" which it says is apparent in "the tendency for employers, professional associations and licensed groups to establish unnecessary skill requirements or other barriers to jobs." Provisions dealing with working conditions should be "harmonized" to remove "obstacles to efficient utilization of all labour resources."

"...once qualified for benefits, persons wait longer before returning to work..."

It calls also for increased protection of workers against industrial diseases, more research and training in this area, and more uniformity of occupational standards in both provincial and federal jurisdictions.

Finally, the Council calls on federal and provincial governments, in conjunction with labour and management, to "accelerate their efforts to reduce discriminatory entry barriers to jobs; to ensure adequate standards of employment and income for unorganized workers, including removal of barriers to collective bargaining, extension of minimum wage coverage, and notice and severance pay in the event of layoffs; and to provide better protection against occupational health hazards."

The report says a combination of geography and varying rates of growth of different industries have helped produce one effect observed by the Organization for Economic Co-operation and Development: "hiring and separation rates were higher in Canadian enterprises than in virtually all of the leading European countries and the United States." Canadian rates for "quits and layoffs" were 20 per cent higher than in the U.S., 50 per cent higher than in France and triple the rates in West Germany.

The ECC's recommendation of a continued review of the Unemployment Insurance program, aimed at limiting abuse of it, follows examination of several individual studies of the effects on the labour market of 1971 revisions to the Unemployment Insurance Act. The revisions extended coverage to almost all employees in the labour market and, at the same time, raised benefits.

The ECC study concludes that the increases did produce some "disincentive to search for gainful employment," or, more precisely, "a stronger inducement to remain idle voluntarily." This was particularly true for women and for people whose previous income was low "and for whom the absolute difference between weekly benefits and offered wages was not wide."

While the effects of the revisions were difficult to quantify, "it seems clear that they helped to stimulate the economy and create new jobs. But, by easing the financial difficulties associated with unemployment, they also contributed to more voluntary idleness than would normally have occurred."

The researchers estimate, for example, that in 1972 the stimulus of the additional $1 billion accruing to UIC beneficiaries may have contributed to growth in employment of perhaps 0.5 to 1.0 per cent — or 80,000 additional people — and to an increase in the unemployment rate of around 0.7 per cent — 60,000 to 75,000 people.

"Undoubtedly there were abuses and some administrative confusion following the introduction of the new legislation," the report comments, "but since then, positive efforts have been made to tighten eligibility requirements and to screen applicants."

The researchers add this observation: "The data on the duration of claims seem to indicate that once qualified for benefits, persons wait longer before returning to work...If there is a negative incentive to work because of unemployment insurance, therefore, the problem now seems to be not so much the inducement to quit work...but that recipients are less likely to undertake job searches."

Further amendments to the Act, that took effect on January 1, 1976, doubled the penalty period during which no benefits are paid to persons who voluntarily quit their jobs or are dismissed for cause — making their total waiting period eight weeks compared with two for persons involuntarily unemployed.

...between 1961 and 1974 male employment increased by 36 per cent, female employment by 89 per cent...

The Council focussed its study of the labour market mainly on the supply aspect, since demand factors are normally examined in its annual reviews. In its decision to undertake the three-year study, the ECC was concerned about "the apparent upward drift of the unemployment rate at peak demand, when the economy is harnessing all of its human and material resources and incentives at capacity output."

The study presents a new and

Part-time employment now accounts for about 12.5 per cent of total employment...

careful look at a labour market in which employment has increased by 50 per cent since 1961 — a rate substantially higher than in any other Western nation. Despite this expansion, and several years of strong aggregate demand, the unemployment rate also rose: it was 3.6 per cent in the 1960s, 5 per cent in the 1970s, and recently has exceeded 7 per cent.

It points out that traditionally when unemployment increased there was a corresponding decrease in the demand for workers, as indicated by the Help Wanted index and the number of job vacancies. But during the early 1970s, job vacancies climbed significantly without much moderation in the unemployment rate.

Hence, Canada finds itself in this dilemma:

"To achieve a stipulated reduction in unemployment today would require a much greater increase in aggregate demand — accompanied by inflationary pressures — than was necessary a decade or so ago. By the same token, to effect a stipulated easing in the rate of price increase would now require proportionately greater sacrifices in terms of idle human capacity."

Despite the recent slackening in output, Canada's real growth averaged 5 per cent annually over the past 10 years, but most of this was due "to employment growth rather than productivity increase." Since 1963, Canada's growth in output per man-hour has been "consistently lower" than that in all other OECD countries except the United States, and Canadian measured unemployment has exceeded the rates in all except the U.S.

The higher unemployment rate, of course, partly reflects a high degree of job seasonality and substantially higher rates of job turnover than in all other OECD countries: "Apart from their counterparts in the United States, Canadian employers have fewer restrictions in collective agreements or legislation limiting their freedom to hire or lay off workers than do their European counterparts."

The ECC notes these employment trends between 1961 and 1974: While male employment increased by 36 per cent, female employment rose by 89 per cent and employment of young people — in the 14-to-24 age group — rose by 91 per cent. And in 1973-1974, "more than one third of the substantial labour force growth could be attributed solely to increases in the participation rates of young people and women."

"...about 60 per cent of all women in the labour force are married..."

Another development in the 1961-1974 period was that service industries extended their share of total employment from 29 per cent to 37.4 per cent, while manufacturing, the second largest employer, lost ground — from 24 per cent to 22.5 per cent. All the primary industries — forestry, fishing, trapping and mining — declined in relative importance as employers, with agriculture faring worst of all. Employment in agriculture has been almost halved since 1951, and its share of total employment fell from 18 per cent then to about 5 per cent in 1974.

"Only half of all farm operators now identify farming as their major source of income; indeed, until recently, income from non-agricultural activities accounted for close to 60 per cent of farm family earnings," the ECC observes.

The report points out an interesting corollary of the relative expansion in the new service sector: Part-time employment now accounts for about 12.5 per cent of total employment, up from under 4 per cent in 1953. (Part-time workers are defined as those normally working fewer than 35 hours a week.)

The ECC cites four supply factors that have contributed to the 3.3 per cent annual increase in the Canadian labour force since the early 1960s:

- the increase in the working-age population resulting from the post war "baby boom;"
- the flow of immigrants who have traditionally accounted for 20 to 36 per cent of labour force growth;
- a decline in emigration from Canada since 1968. In the past, about one half of emigration had been to the U.S., but this flow has been reduced by two thirds since U.S. immigration laws were made more restrictive several years ago;
- a "growing propensity" of women of all ages to work.

One result of the baby boom is that 200,000 young people are leaving school and seeking work every year, compared with 60,000 a generation ago, and people under 24 now make up one quarter of the labour force.

An analysis of students in the labour force in November 1972, produced these surprising data: "Close to 500,000, or 21 per cent, of

all students were also reported in the labour force. Since they worked during the school year, the presumption is that many held part-time jobs.

"The unemployment rate for students was only a third as high as for the non-student population. Thus very few in the pool of unemployed young people were students looking for jobs.

"Half of all families today report two or more income earners"

Many factors contributed to a 5 per cent annual growth rate for the female labour force compared with 2 per cent for males: women's rising educational levels; their exercise of more choice in family planning; changing job requirements and the employment opportunities accompanying urbanization. Moreover, more married women have taken full- or part-time jobs because of "changed perceptions of their role as contributors to the support of their families.

"Today, about 60 per cent of all women in the labour force are married, compared with 10 per cent 35 years ago."

Women account for about one third of the labour force and about 32 per cent of unemployment. Young people — 14 to 24 — account for one quarter of the labour force and one half of all unemployment.

The researchers suggest that many young people seeking work for the first time "more readily accept part-time or part-year work without too much concern for job security, or voluntarily leave the jobs they hold in search of a more rewarding career."

Turnover rates — discharges and quits as a proportion of average annual payroll — average 28 per cent across industries, from a low of about 3 per cent to a high of close to 130 per cent. Highest rates were for individual firms in mining, pulp and paper, and wholesale and retail trade. Utilities and integrated oil companies reported lower than average turnover.

Among companies in the same industry, turnover rates in some firms were many times higher than in others, suggesting "substantial room for improvement in personnel strategies and working conditions in some companies."

How long do people stay with the same employer? Canada Pension Plan records suggest an average of from two to three years for women, and three to four years for men. Among young people, it is less than one year for males and one and one-half for women.

Wage gains per employee rose close to 7 per cent a year between 1966 and 1973, and over 12 per cent in 1975. "With estimated productivity during the same period increasing at a rate closer to 2 per cent, the result was clearly incompatible with stable prices."

But, by the same token, "the inflation of the last few years has eroded most of labour's wage gains; indeed, in some sectors it has actually reduced real income."

There is evidence that employers have become "unusually selective" in hiring practices because of rising wages and prices; "In 1973 and 1974 Canada Manpower Centres reported a lower success rate in filling employers' requests for workers despite an increase in client referrals."

Although job vacancies hit all-time highs in 1973 and 1974, 54 per cent were in semi- and low-skilled categories, offering pay rates roughly 15 to 25 per cent below the average for those occupations. Many were in marginal enterprises or offered "tough working conditions and no job security."

The researchers found some indication of a reduction in male-female wage differentials for some occupations, which in many sectors range between 10 and 20 per cent, but "progress is slow."

Only one third of all wage and salary earners are organized in unions, about the same proportion as in the U.S. and West Germany, but much lower than in the Scandinavian countries, Belgium and Austria, where the proportion runs between 60 and 80 per cent. One Ontario study found average hourly wages of production workers in unionized manufacturing enterprises to be 10 to 17 per cent higher than in unorganized enterprises, but these findings "should be interpreted with caution." Organized employers also contributed more to fringe benefits.

The "vast majority" of welfare recipients are not employable

The report observes that this "limited extent" of union organization and collective bargaining coverage "makes large groups of wage and salary earners highly dependent on the enforcement of minimum-wage and employment-standards legislation." However, the few studies done on the subject "show the past increases in provincial minimum wage rates have had relatively little impact on employment...Perhaps the main

"One out of three Canadians would accept unemployment insurance rather than work at the minimum wage"

effect has been to force managers to make more efficient use of labour and to encourage some capital/labour substitution or greater use of part-time workers. Over-all, this implies some relative diminution of the demand for labour."

Average money income per family increased by 67 per cent between 1967 and 1973 — from $7,602 to $12,712, and because of the trend towards smaller families the increase in average per capita was even larger — 82 per cent. "Much of the real gain in family income stems from the fact that more family members are working today than ever before. Half of all families today report two or more income earners."

Poverty also is down: "Using the Council's traditional criterion of family spending requirements, "the incidence of poverty among families dropped from 18 per cent in 1967 to 11 per cent in 1973, and among unattached individuals, from 39 per cent to 33 per cent.

Local Initiatives Program grants created about 250,000 jobs between 1971 and 1975, but "since LIP projects are temporary, virtually all these jobs were subsequently terminated. Thus, while LIP grants undoubtedly have local significance our overall findings show that they have relatively little impact on reducing measured unemployment below levels that might be achieved through similar government expenditures or tax cuts."

About 1.3 million Canadians rely on social assistance, and the study finds the "vast majority" of welfare recipients are not employable.

The report also includes a summary of the findings of recent studies of Canadian work values. They indicate that Canadians "are strongly motivated to work and generally hold jobs not only because they have to but because they like to...The vast majority of Canadians would prefer suitable work to unemployment insurance but about one out of three would accept unemployment insurance rather than work at the minimum wage."

The ECC also comments on anticipated developments in the labour market:

- The natural rate of increase in the labour force will slow down in the late 1970s, and it is likely that by the beginning of the next decade, Canada will have to depend increasingly on immigrants as a source of labour force growth and over-all economic activity.

- Demand for manpower will continue to shift towards service and related industries, with their share of total employment increasing from 63 per cent in 1974 to 68 per cent in 1982. The proportions for all goods-producing industries are expected to decline.

- Unemployment will likely fall to "more traditional" levels with renewed economic growth and an easing in the rate of annual labour force expansion.

The ECC says the "area of greatest uncertainty" ahead involves the inter-relationship of "inflationary expectations, the struggle of the different participants for real income gains, and the effects these will have on the job opportunities and work decisions of regular and part-time members of the labour force.

"Inflation rewards certain groups that exercise market influences and arbitrarily punishes the less protected by eroding their purchasing power. Windfall gains accrue to some, real losses to others; and remedial efforts to redress the balance often set in train further inflationary pressures that, in turn, weaken financial credibility throughout the system. In the long run, market stability is undermined; investment opportunities are lost; and employment growth is delayed."

Demand for manpower will continue to shift toward service and related industries

There is a "vitality, efficiency and competitive initiative" in the Canadian labour market, but the system presupposes "a sense of responsibility on the part of all parties." Hence the council concludes that much of the potential of the years ahead could be undermined if the federal anti-inflation program fails. lg

Canadian Council on Social Development study

Canadian retirement policies

by Roy LaBerge

A worker's 65th birthday marks the end of her involvement in the labour force. One day she has a job and a regular income, the next she is without work and her income is drastically reduced. Most Canadians have no choice in the matter, and the Canadian Council on Social Development says they should have.

The council, a national non-governmental organization has taken this stand in a formal policy statement, calling on governments to develop retirement policies that will offer more options to people in the 60-to-70 age group.

"It is no longer satisfactory that retirement from the labour force should be the casual offshoot of economic or employment policies..."

According to the council, the right to work after age 65 "barely exists" because of widespread compulsory retirement policies in both government and private sectors. Add to this "a serious lack of opportunities for alternative work" for people over 65.

The right to retire before 65 is available only to a minority of the labour force because it is related directly to existing pension plans. Only 40 per cent of the labour force is covered by private pension plans, and only a proportion of those plans provide for early retirement: "The group involved is quite small in relation to the total labour force...For the majority the choice does not exist."

Roy LaBerge teaches social science at Algonquin College, Ottawa. He is also a journalist and former editor of **Canadian Labour**.

The statement's strong criticism of compulsory retirement at age 65 was echoed, in an interview, by Reuben Baetz, the council's executive-director: "We have drifted into the practice of retiring people at 65. That should be changed. People should be given more freedom of choice as to retirement age — anywhere between 60 and 70."

Baetz found an anomaly under existing retirement programs: "People with less education and those who do heavy manual work, ironically, have to remain in the labour force up to 50 years, whereas those with more education and lighter jobs often can get out after 35 years" because they have better pensions.

The policy statement comments: "It could be argued that in fact those whose work involves heavy manual labour or intensive work in conveyor-belt type industries should have a high priority for opportunities for the shorter working life, but except where strong unions have negotiated early retirement provisions within private pension arrangements, the opposite is true."

"People should be given more freedom of choice as to retirement age"

Baetz noted that some unions are seeking a lower retirement age, and stressed that it is important that the individual have a choice: "It is an infringement on human rights to tell someone that he or she must leave the labour force at age 65."

He had this warning for unions: "When you negotiate a contract that says 'Out at 60' you must be careful that you are not retiring people into poverty. With rapid inflation, a pension that appeared good at age 60 is nothing by the time you reach 70." He noted one exception: public servants whose pensions are tied to increases in the Consumer Price Index.

The policy statement outlines several steps needed to restructure the existing pension system "to offer a more satisfactory retirement income for all" and to achieve "more equitable pension and retirement arrangements."

The first it lists is, of course, upgrading the Canada and Quebec pension plans to provide a pension of at least 50 per cent of income and preferably 75 per cent "up to the

average industrial composite of wages and salaries," with premium subsidies for low-income people, if needed.

The policy statement says the 50-per-cent level is "quite feasible" and the higher one would be possible "if the over-riding priority of the plan was the provision of the best possible pension from the money available."

On this point, the council believes, "the government has an obligation to inform the public in a clear, non-partisan way what contribution levels would be needed to achieve higher rates in a straightforward, pay-as-you-go plan, and what the rates would be if the practice of lending surplus funds to the provinces is to be continued. In this way, Canadians can weigh the options before them."

The council wants the private pension plan system to be invited "either voluntarily or through acceptance of regulation" to reform its present system to provide "immediate vesting, adequate portability arrangements, adequate survivor provisions and worker participation on pension fund management."

The council says it makes this recommendation on the assumption that the principal function of the private system would be to provide additional pensions above the average wage and that it should be available to "all those earnings above the average wage." In addition, the private system might continue to have functions "in providing for early retirement in particular industries."

Private plans "are seriously deficient in their portability and vesting provisions and their provisions for survivors."

"It is an infringement on human rights to tell someone that he or she must leave the labour force at age 65"

"The private pension system also fails to offer the worker guaranteed security that he or she will receive a pension, and all the available evidence suggests that less than 10 per cent of the labour force receives a full paid up pension plan on retirement," the policy statement says.

If the private system failed to offer "an adequate arrangement" within an agreed length of time — the council suggests five years — then the Canada and Quebec pension plans should be further extended to cover wages at least one and one-half times and preferably double the average wage. "Income earned over that level would be excluded in order to obviate excessive payments to the higher income groups," the statement proposes.

It also calls for a regular review of the role of the pension system, including the Guaranteed Income Supplements and provincial supplements, and the place of Old Age Security in the total pension structure.

As a first step to facilitate a more flexible retirement age, the Quebec and Canada pension plans should become available, at the latest, "after a maximum of 45 years in the labour force, or at 65 years, whichever is the earlier."

The council also suggested pension credits for involuntary unemployment — periods spent by women workers in child bearing and child rearing, services in the armed forces during the Second World War, and special consideration for immigrants.

The council's report was made public just a few days after Laurence E. Coward, a Toronto actuary, warned that private pension plans will have to perform more efficiently over the next few years if they are to remain viable supplements to the Canada Pension Plan.

In an address to the Canadian Club of Toronto, he questioned what would happen to the country's capital market if the flow of money from private pension plans stopped.

Coward, executive vice-president of William M. Mercer Ltd., the country's largest employee benefit consulting firm, said the private pension industry had 3.5 million members in 20,000 plans, a 50-per-cent increase in both during the past ten years. Over the same period the industry's assets tripled to $30 billion.

The right to retire before 65 is available only to a minority of the labour force

He said companies with employee pension plans face a tremendous task in relieving "the hardship to pensioners caused by inflation." Although such a policy was "enormously expensive" it was also "absolutely essential."

Unless employer pension plans are improved, "the government will have an excuse to squeeze them out and pre-empt the field," he warned.

Coward saw public and private plans complementing each other: "Employers' plans provide for flexibility, experimentation and choice; government plans provide a minimum floor.

"Let us work to maintain that balance. The consequences of letting the private system die are too serious in their social and economic implications," he added.

Meanwhile, Quebec has passed a law outlawing so-called "benefit-offset" plans, and the other provinces are expected to follow suit.

Benefit-offset plans are private pension programs in which the retired employee's benefits are reduced by the amount of any increase in Canada and Quebec pension plan benefits. There are several in existence and interest in them has grown since the CPP and Quebec plans were indexed.

...Canadians generally don't make adequate plans for retirement

Money isn't the only problem, however. Baetz says Canadians generally don't make adequate plans for retirement: "A lot of activities and courses geared to retirement have sprung up in recent years. The Council would like to see them better co-ordinated under one department in each provincial government."

Changes in the pension system are not enough, however, to provide freedom of choice on retirement age. The Council also makes these appeals to government policy makers:

- "Discourage the practice of compulsory retirement." The council notes that governments themselves lead "in imposing compulsory retirement on their own employees," so a first step must be reconsidering their own regulations. The proposed Human Rights Bill (C-72) would have to be amended because it specifically exempts compulsory retirement from its anti-discrimination provisions. "Similar provisions in provincial human rights legislation also need attention."
- Develop manpower policies aimed at "enabling the right to choose work for those of pensionable age, including job redesign, specialized placement services for the older worker and the encouragement of more part-time opportunities."
- Develop programs of "recurring education" — "access to educational opportunities at appropriate times over the total life cycle" — offering people with low levels of early education opportunities for upgrading in the labour force. By increasing their earning power they could ultimately increase their pensions.
- Undertake with the provinces "the more systematic development" of pre-retirement courses, preferably co-ordinated under one department in each province.

The policy statement says many of the assumptions on which present pension policies are based "show little evidence of clear thinking by policy makers on a range of important issues, or if thinking has taken place, it has not been clearly and fairly shared with the Canadian people."

"There are a number of important practical and philosophical issues that should be having an impact on policy," the statement continues.

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"As a reward for years of useful service we present you with this timepiece on your retirement."

"It is generally agreed that pensions are deferred wages. This concept has clear implications for vesting arrangements, for the availability of information on what is happening to those deferred wages, and for the right of the workers to share, through appropriate representatives in pension fund management.

"We need to review the issue of flat-rate and/or wage-related pensions, and if the latter are preferred (as they seem to be), what level of wage-relatedness is appropriate or feasible.

"The validity of funded pension systems versus the pay-as-you-go approach is once again in question as a result of inflationary pressures on pension funds.

"We should examine more closely how private pensions are being paid for, in particular the fact that all workers are in effect helping to pay for the private pensions of 40 per cent of the labour force, as a result of tax arrangements and the passing on of employer costs to the consumer in the price of goods and services.

"Perhaps most important, we need to be clear as to the extent to which other interests are being put before those of pensioners and their survivors in the functioning of the pension system within the economic and political system."

The statement says the present arrangements for retirement income are a "very substantial improvement" over those prevailing before 1966, "and have certainly conquered the worst of the poverty of the retired." However, "they cannot be regarded as adequate as the long-term arrangements of an affluent society."

"...with rapid inflation, a pension that appeared good at age 60 is nothing by the time you reach 70"

"Through a more realistic approach to the private pension system, rational use of available resources and enhanced opportunities to achieve a more satisfactory level of contributory pension through the Canada (Quebec) Pension Plan, retired Canadians could certainly be offered a better deal."

The council suggests also that Canada would do well to examine programs in European countries with viable economies — such as Sweden and West Germany — and their ability "to combine good pension levels with adequate social services."

"Canada must find its own solutions to its own problems, but before we dismiss proposals for change as impossible to achieve, we should be prepared to examine, with an open mind, the variety of possible systems which might enable us to achieve a better life for the older Canadian."

One of the council's Canadian legislative objectives may soon be reached in the United States. Just a few days after the policy statement was released, the House of Representatives subcommittee on aging held hearings on a bill that would include workers over 65 in a law forbidding job discrimination against the aged that now covers only people in the 45-to-65 age group. The bill would also open up pension plans that require retirement at 65.

Several organizations representing older U.S. residents are pressing for abolition of compulsory retirement at age 65. lg

C.D. Howe Research Institute study

A change in the Canada-U.S. wage gap picture

A recent major revision in the measurement of the U.S. productivity performance has altered the picture of U.S.-Canada unit labour costs presented in the *Policy Review and Outlook, 1976: Challenges to Complacency*, published by the C.D. Howe Research Institute in February. (LG, April, p.196.)

The official statistics on U.S. productivity for the past few years have been revised downward, and the revisions are so large that they affect the comparisons between Canada and the United States reported in the *Review* and *The Labour Gazette*. The revisions mean that the deterioration in Canada's competitive position in the past few years has been *less severe* than the *Review* indicated, and the basis for the current policy debate on wage and productivity issues has been altered. Publication of this information should provide an incentive for other researchers, both inside and outside government, to explore the implications of these new data.

One of the perils of economic analysis is that the statistics used are often subject to revision, although it is unusual to see revisions as large as those that have taken place in the U.S. data. In this case, there are prospects for further revisions in both countries which could alter the picture yet again.

The U.S. Department of Commerce has revised its estimates of output in the manufacturing sector downward, and this, in turn, has led to a downward revision in the growth in productivity (output per man-hour). The revisions make a rather startling change in the U.S. performance, indicating that productivity increased by an annual average of 1.5 per cent per year between 1969 and 1974, rather than the 3.8 per cent reported in the old statistics. Canada's manufacturing productivity increased by an average of 2.9 per cent during this period, so the U.S. revisions actually reverse the comparison of productivity in the two countries. (Table 1 provides the corrections to the table that appeared in the *Policy Review* and *The Labour Gazette*. There are also some minor amendments to the Canadian data.)

As the *Policy Review* explained in some detail, Canadian wages in manufacturing have been rising more quickly than those in the United States in recent years, leading to a closing of the long-standing wage gap between the two countries. Unit labour costs in the two countries (calculated by dividing wages per man-hour by output per man-hour) increased at about the same pace between 1969 and 1975. Both wages and productivity increased at a faster pace in Canada, but, taking the two together, the rise in unit wage costs was about the same as in the United States.

The adjustment for exchange rate variations indicates that the increase in the value of the Canadian dollar since 1969 has put Canadian manufacturers at some disadvantage. Table 2 shows the effect of the exchange rate movements more clearly. The deterioration in unit costs, expressed in national currencies (column 3), was only 0.5 per cent from 1969 to 1975, and the deterioration in Canada's position, adjusted for exchange rate movements (column 6), was 6.1 per cent. (The earlier data had placed this figure at 16.1 per cent.) Wage costs are only a portion of the total costs of a firm, so the overall impact on the total production costs of the average Canadian manufacturer would be roughly 2 per cent. Direct wage costs account for 23.7 per cent of the selling value of manufacturing shipments. Thus the impact of this deterioration in costs is 1.4 per cent (23.7 per cent of 6.1 per cent). The faster rise in direct wage deterioration is somewhat more than 2 per cent. This is a small amount, but it is not a negligible amount in highly competitive markets.

While the main thrust of the Maxwell-Goldman analysis of the wage gap remains correct, the conclusions have been stated more strongly than is now justified. Specifically, the deterioration in Canada's competitive position has, on average, been less severe than the *Review* indicated. However, economists Judith Maxwell and Barbara Goldman of the C.D. Howe Institute also explain that the average for all manufacturing

includes a wide variety of individual industry situations. It seems likely that some industries have experienced a dramatic shift in relative wage rates in recent years without enjoying the productivity performance needed to keep unit labour costs from rising.

It is important to note that the figures quoted here reflect only recent trends and do not reflect the absolute level of either productivity or unit costs. The Economic Council of Canada has estimated that the Canadian manufacturing sector had a productivity level 27 per cent lower than that of the United States in 1963 and that this productivity gap had narrowed to 22 per cent by 1972. This 1972 estimate may also be influenced by the recent revisions, but the fact remains that there is a substantial productivity gap between the two countries and that the wage gap, which averaged 26 per cent in the early 1960s, has now been closed.

There are two other important points to keep in mind:

- First, while Canada's productivity growth from 1969 to 1974 was stronger than that of the United States, the growth of productivity in Canada appears to be slowing from the rates experienced in the 1950s and 1960s (see the top panel of Table 1). This means that from now on the rise in wages will have to be slowed or else there will be significant increases in unit costs in the future.
- Second, the recent U.S. performance on unit labour costs reflects the fact that the recession in the United States was more severe than the one in Canada. As the economic recovery proceeds, U.S. firms can anticipate two favourable developments: a stronger cyclical improvement in productivity as capacity utilization improves and a more moderate increase in labour and

TABLE 1

Productivity and Compensation Trends in Manufacturing, United States and Canada, in National Currency, Selected Periods
(percentages)

	Annual Growth Rate[a]			
	1952-63	1963-69	1969-74	1963-74
Productivity — output per man-hour:[b]				
United States	2.6	2.7	1.5	2.1
Canada	4.2	4.5	2.9	3.8
Average hourly earnings:[c]				
United States	3.7	4.4	6.6	5.4
Canada	3.8	6.2	9.4	7.6
Compensation per man-hour:[d]				
United States	4.5	5.0	7.2	6.0
Canada	4.5	6.5	8.3	7.3
Unit labour costs:[e]				
United States	1.8	2.3	5.6	3.8
Canada	.3	1.9	5.2	3.4

[a] Compound interest tables are used to determine annual growth rates. (There may be rounding errors.) This method differs slightly from that used to calculate annual percentage changes in the original table, but this change does not account for the difference in growth rates between the two tables. 1952-63 refers to an eleven-year period, 1963-69 to a six-year period, 1969-74 to a five-year period, and 1963-74 to an eleven-year period.

[b] Productivity is calculated by dividing real output by man-hours worked for all employed persons in manufacturing. The productivity figures for the United States reflect revisions in the U.S. National Accounts as of February, 1976.

[c] Average hourly earnings for Canadian companies having twenty or more employees refer to wages for hourly-rated wage-earners, while earnings data for the United States refer to productivity workers (who in most cases are paid on an hourly basis) in establishments without any size limit. Average hourly earnings does not measure total labour compensation because fringe benefits are excluded. It is included here for comparison with compensation figures used in calculating unit labour costs.

[d] Labour compensation per man-hour includes all payments in cash or in kind by domestic producers to employed workers — including wages, salaries, and supplementary income of paid workers — plus an imputed income for self-employed workers.

[e] Unit labour cost is the ratio of labour compensation to real output or the ratio of labour compensation per man-hour to output per man-hour (that is, productivity). It is a measure of the cost of labour per unit of real output. The figures for the United States also reflect revisions in the U.S. National Accounts as of February, 1976.

Sources: Data from the U.S. Department of Labor, Bureau of Labor Statistics, Office of Productivity and Technology, February, 1976; ***Economic Review, op. cit.***, p. 156; U.S. Bureau of Labor Statistics, ***Employment and Earnings*** (Washington: Government Printing Office); and Statistics Canada, ***Employment, Earnings and Hours*** (Ottawa: Information Canada).

This is an update of Table 3.4, p. 89, ***Policy Review and Outlook, 1976: Challenges to Complacency***, *L.G.* April, p. 197.

materials costs, reflecting the slower rise in wages and in prices in the United States. The combination of these two trends could still put Canadian firms at a greater competitive disadvantage than the existing data would suggest.

All statistical agencies make regular revisions to their series, but it is unusual to see such a large revision in such a basic series. In this case the changes are important enough to draw to the attention of the public and of the readers of the *Policy Review* and *The Labour Gazette*. Copies of the amended tables and charts can be obtained from the Institute on request. Further information on the U.S. revisions can be obtained from the Bureau of Economic Analysis, U.S. Department of Commerce, Washington, D.C.

TABLE 2

Trends in Unit Wage Costs in Manufacturing, United States and Canada, 1969-75
(1969=100)

	Unit Labour Cost in National Currency			Unit Labour Cost in Canadian Dollars[b]		
	U.S. (1)	Canada (2)	Index of Differential[a] (3)	U.S. (4)	Canada (5)	Index of Differential[a] (6)
1969	100.0	100.0	100.0	100.0	100.0	100.0
1970	107.3	106.0	101.2	104.0	106.0	98.1
1971	108.5	106.3	102.1	101.8	106.3	95.8
1972	109.0	110.4	98.7	100.3	110.4	90.9
1973	114.6	115.7	99.1	106.5	115.7	92.1
1974	131.1	128.9	101.7	119.0	128.9	92.3
1975[c]	145.6	146.4	99.5	137.4	146.4	93.9
Change in differential (percentages)						
1969-74			1.7			-7.7
1969-75			- .5			-6.1

[a] Unit labour cost of U.S. manufacturing sector divided by that of Canada and multiplied by 100. If differential is greater than 100, U.S. labour costs have increased faster than those in Canada; if less than 100, the opposite is the case.
[b] This is the index of unit labour cost multiplied by the exchange rate, expressed in Canadian cents per U.S. dollar.
[c] 1975 data was preliminary. Unit labour costs for the United States are from the U.S. Bureau of Labor Statistics, ***NEWS*** (Washington: Department of Labor, April 26, 1976). The Canadian figure is an estimate by HRI staff.

This is an update of the table in the *L.G.*, April, p. 198. lg

Employment fatalities in Canada 1972-1974

Fatalities by Region

Fatalities in the Eastern Region decreased by 10.2 per cent in 1974 although employment in the region increased by 3.3 per cent over the same period. In Ontario, by comparison, fatalities increased sharply by 45.9 per cent over 1973 in which year an increase of 10.7 per cent was recorded over the previous year. The employment increases in each case were far less than the increase in fatalities, being 4.6 per cent in both 1974 and 1973.

The western region experienced a drop of 5.1 per cent in fatalities in 1973, followed by an increase of 21.7 per cent in 1974, although employment increased in both 1973 and 1974.

The variations in experience in the regions can be accounted for by the different mix of industries. Thus a drop in the incidence rate in the fishing industry would have most effect on Eastern and Western region rates, whereas an increase in the manufacturing rate has its greatest impact in Ontario.

Fatalities by industry

Goods-producing industries, which in 1972, 1973 and 1974 consistently made up just over one third of all workers employed, accounted for almost two thirds of total fatalities. In contrast, in the same periods, employees in the service industries formed nearly two thirds of all workers employed but suffered only slightly over one third of total fatalities.

Fatalities by sex

In 1972, 1973 and 1974, men constituted approximately two thirds of employed workers and suffered 99 per cent of total fatalities. Women comprised one third of workers employed and 1 per cent of total fatalities reported. These figures reflect the concentration of women workers in the less hazardous service and finance industries.

Incidence Rates

The country-wide incidence rate, the relationship between fatalities and number of workers, increased in 1974 to 0.16 from 0.14 in 1973. This is a significant increase after a period of several years of fairly stable rates.

Fatalities by accident type

In 1972, 1973 and 1974, three of the ten types of accidents accounted for nearly two thirds of the total fatalities for each of those years. These were collisions, derailments and wrecks; being struck by different objects; and slips and falls.

Fatalities by age

The under-25-years age group suffered 16.18 per cent of the total fatalities in 1974. The incidence rate, which equals the number of cases per 1,000 workers employed in the age group, was 0.098. In 1973 the corresponding figures were 18.01 per cent and 0.097 and in 1972, 16.54 per cent and 0.096. For workers 25 years and over, the percentage of the total fatalities and the incidence rates were respectively in 1974, 83.82 per cent and 0.183; in 1973, 82.00 per cent and 0.155; and in 1972, 83.37 per cent and 0.163. There is an apparent increase in the incidence rate in the age group of workers under 25 years for the past three years, but there is no apparent trend in the incidence rate for the group of workers 25 years and over.

Fatalities by region, January 1972 to December 1974

	Workers employed (thousands)			Percentage of total			Percentage change	Fatalities*			Percentage of total			Percentage change
	1974	1973	1972	1974	1973	1972	1973/74	1974	1973	1972	1974	1973	1972	1973/74
Eastern Region	3,129	3,029	2,860	34.2	34.6	34.3	3.30	361	402	408	24.64	32.8	33.6	−10.20
Ontario	3,519	3,366	3,217	38.5	38.4	38.6	4.55	604	414	374	41.23	33.7	30.8	45.89
Western Region	2,490	2,364	2,252	27.3	27.0	27.1	5.33	500	411	433	34.13	33.5	35.6	21.65

*Preliminary

Fatalities by industry, January 1972 to December 1974

	Goods-producing			Service-producing		
	1974	1973	1972	1974	1973	1972
Workers employed (in thousands)	3,327	3,211	3,056	5,810	5,548	5,273
Percentage of total	36.4	36.7	36.7	63.6	63.3	63.3
Fatalities*	889	735	742	576	492	473
Percentage of total	60.8	59.9	61.1	39.2	40.1	38.9

*Preliminary

Fatalities by sex, January 1972 to December 1974

	Men			Women		
	1974	1973	1972	1974	1973	1972
Workers employed (in thousands)	5,976	5,202	5,533	3,161	2,434	2,796
Percentage of total	65.4	68.1	66.4	34.6	31.9	33.6
Fatalities*	1,441	1,213	1,195	24	14	20
Percentage of total	98.4	98.9	98.3	1.6	1.1	1.7

*Preliminary

Fatalities in Canada by industry* 1965-1974

Year	Agri-culture	For-estry	Fishing	Mining	Manu-factur-ing	Con-struc-tion	Trans-port	Trade	Finance	Service	Public Admin-istration	Totals
1965	0.08	1.40	1.74	1.31	0.14	0.60	0.47	0.06	0.01	0.03	0.13	0.19
1966	0.10	1.45	1.42	1.21	0.13	0.59	0.40	0.05	0.00	0.03	0.07	0.17
1967	0.05	1.34	1.32	1.61	0.11	0.47	0.36	0.05	0.02	0.03	0.08	0.16
1968	0.05	1.28	0.79	1.15	0.10	0.46	0.26	0.05	0.00	0.02	0.14	0.14
1969	0.06	1.10	0.86	1.40	0.11	0.49	0.30	0.05	0.01	0.03	0.14	0.14
1970	0.03	1.31	1.25	1.20	0.10	0.41	0.27	0.05	0.01	0.03	0.16	0.13
1971	0.04	1.29	0.50	1.26	0.10	0.45	0.29	0.05	0.01	0.03	0.13	0.14
1972**	0.06	1.07	0.45	1.38	0.13	0.41	0.31	0.05	0.02	0.05	0.11	0.15
1973**	0.05	1.18	0.60	1.35	0.12	0.37	0.31	0.05	0.01	0.03	0.15	0.14
1974**	0.08	1.04	0.46	1.62	0.15	0.42	0.33	0.08	0.01	0.05	0.11	0.16
1965-74 Average	0.06	1.25	0.96	1.35	0.12	0.47	0.33	0.06	0.01	0.03	0.12	0.15

*Number of fatalities per 1000 workers employed. Values are rounded to the nearest even 100th.
**Preliminary

Fatalities in Canada — January to December 1972***

By industry*

	Agriculture	Forestry	Fishing[1]	Mining[2]	Manufacturing	Construction	Transport[3]	Trade	Finance[4]	Service[5]	Public Administration	Not given	Total	Per cent of Total
By age group														
Not specified	0	1	0	0	0	0	0	0	0	0	0	0	1	0.08
14-19	3	4	1	4	15	9	7	7	0	10	2	0	62	5.10
20-24	4	6	2	29	32	19	25	7	0	11	4	0	139	11.44
25-34	6	21	1	33	53	63	60	20	1	21	9	0	288	23.70
35-44	7	13	2	22	46	40	54	18	1	21	16	0	240	19.75
45-54	2	18	1	24	45	49	43	10	3	22	8	0	225	18.52
55-64	5	9	1	37	46	21	30	9	1	16	19	0	194	15.97
65 and over	3	5	0	23	14	4	5	0	0	7	5	0	66	5.43
Total	30	77	8	172	251	205	224	71	6	108	63	0	1215**	100.00
By occupation†														
(a) Farmers	24	0	0	2	1	0	0	0	0	0	0	0	27	2.22
(b) Loggers	0	60	0	0	2	0	0	0	0	0	0	0	62	5.10
(c) Fishermen	0	0	7	0	15	0	0	0	0	0	0	0	22	1.81
(d) Miners	1	0	0	118	3	3	0	0	0	0	0	0	125	10.29
(e) Craftsmen	2	10	0	32	154	156	61	14	0	10	8	0	447	36.79
(f) Labourers	0	0	0	1	23	28	7	5	0	4	8	0	76	6.26
(g) Transport	3	5	1	6	22	13	138	14	1	5	3	0	211	17.37
Managerial	0	2	0	5	9	2	6	7	1	4	1	0	37	3.05
(h) Professional	0	0	0	2	7	0	5	0	0	18	7	0	39	3.21
Clerical	0	0	0	1	2	0	0	5	2	6	12	0	28	2.30
Sales	0	0	0	0	10	0	1	21	2	2	0	0	36	2.96
(i) Service	0	0	0	5	3	3	6	5	0	59	24	0	105	8.64
Not given	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Total	30	77	8	172	251	205	224	71	6	108	63	0	1215**	100.00
By type of accident‡														
(j) Struck by objects	8	48	2	49	37	48	41	12	0	10	10	0	265	21.81
(k) Slips and falls	5	5	3	14	47	56	33	5	0	22	13	0	203	16.71
(l) Collisions, derailments	7	7	0	22	43	42	92	35	4	31	15	0	298	24.53
(m) Caught in, on, between	6	14	0	21	49	23	22	4	1	5	0	0	145	11.93
(n) Inhalation, ingestion	1	1	0	52	24	2	8	1	1	7	7	0	104	8.56
(o) Conflagrations, explosions	1	0	1	8	19	10	8	4	0	4	2	0	57	4.69
(p) Electric current	0	0	0	3	8	19	11	2	0	2	1	0	46	3.79
(q) Over-exertion	0	1	1	0	10	2	4	0	0	3	3	0	24	1.98
(r) Striking against	0	1	1	0	1	0	1	0	0	1	0	0	5	0.41
(s) Miscellaneous	2	0	0	3	13	3	4	8	0	23	12	0	68	5.60
Total	30	77	8	172	251	205	224	71	6	108	63	0	1215**	100.00
Percentage of Total	2.5	6.3	0.7	14.2	20.7	16.9	18.4	5.8	0.5	8.9	5.2	0.0		100.00

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions and industrial diseases. (o) Temperature extremes. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, more than 90 per cent of the fatalities were reported by the various Workmen's Compensation Boards.

***Preliminary

Fatalities in Canada — January to December 1973***

By industry*

	Agriculture	Forestry	Fishing[1]	Mining[2]	Manufacturing	Construction	Transport[3]	Trade	Finance[4]	Service[5]	Public Administration	Not given	Total	Per cent of Total
By age group														
Not specified	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
14-19	2	6	1	9	17	14	7	5	0	4	5	0	70	5.70
20-24	3	18	4	11	21	32	33	11	0	11	7	0	151	12.31
25-34	5	21	3	40	68	52	74	16	2	25	19	0	325	26.49
35-44	7	21	1	16	35	39	49	16	1	11	21	0	217	17.69
45-54	3	18	2	31	37	41	42	17	1	13	12	0	217	17.69
55-64	4	8	3	36	38	19	30	10	2	8	20	0	178	14.51
65 and over	1	1	1	24	14	7	7	2	0	7	5	0	69	5.62
Total	25	93	15	167	230	204	242	77	6	79	89	0	1227**	100.00
By occupation†														
(a) Farmers	22	0	0	0	1	0	0	2	0	0	0	0	25	2.04
(b) Loggers	0	66	0	0	4	1	1	0	0	0	3	0	75	6.11
(c) Fishermen	0	0	14	0	0	0	0	0	0	0	0	0	14	1.14
(d) Miners	0	2	0	123	4	3	0	0	0	0	0	0	132	10.76
(e) Craftsmen	1	15	0	22	154	142	50	21	1	4	12	0	422	34.39
(f) Labourers	0	0	0	1	18	37	5	0	1	4	11	0	77	6.28
(g) Transport	1	8	1	9	11	10	167	26	0	1	7	0	241	19.64
Managerial	0	1	0	3	10	3	4	7	0	11	2	0	41	3.34
(h) Professional	0	1	0	6	4	5	2	1	0	16	14	0	49	3.99
Clerical	0	0	0	1	4	1	2	0	2	2	5	0	17	1.39
Sales	0	0	0	0	8	0	2	13	2	0	1	0	26	2.12
(i) Service	1	0	0	2	12	2	9	7	0	41	34	0	108	8.80
Not given	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Total	25	93	15	167	230	204	242	77	6	79	89	0	1227**	100.00
By type of accident‡														
(j) Struck by objects	3	61	3	25	45	59	25	13	2	9	8	0	253	20.62
(k) Slips and falls	5	6	8	25	52	48	41	9	2	16	23	0	235	19.15
(l) Collisions, derailments	5	10	1	12	35	29	113	29	1	17	30	0	282	22.98
(m) Caught in, on, between	11	15	1	20	32	16	27	7	0	4	6	0	139	11.33
(n) Inhalation, ingestion	0	0	1	67	22	9	9	0	0	7	0	0	115	9.37
(o) Conflagrations, explosions	0	1	0	9	15	10	7	9	0	9	5	0	65	5.30
(p) Electric current	0	0	0	3	10	25	8	2	1	2	1	0	52	4.24
(q) Over-exertion	0	0	1	2	8	3	4	6	0	1	7	0	32	2.61
(r) Striking against	0	0	0	0	2	0	0	0	0	1	0	0	3	0.24
(s) Miscellaneous	1	0	0	4	9	5	8	2	0	13	9	0	51	4.16
Total	25	93	15	167	230	204	242	77	6	79	89	0	1227**	100.00
Percentage of Total	2.0	7.6	1.2	13.6	18.7	16.6	19.7	6.3	0.5	6.4	7.3	0.0		100.00

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions and industrial diseases. (o) Temperature extremes. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, more than 90 per cent of the fatalities were reported by the various Workmen's Compensation Boards.

***Preliminary

Fatalities in Canada — January to December 1974 ***

By industry*

	Agriculture	Forestry	Fishing[1]	Mining[2]	Manufacturing	Construction	Transport[3]	Trade	Finance[4]	Service[5]	Public Administration	Not given	Total	Per cent of Total
By age group														
Not specified	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
14-19	4	5	1	8	15	17	8	13	0	4	0	0	75	5.12
20-24	8	9	4	14	25	30	35	20	0	10	7	0	162	11.06
25-34	8	24	5	39	83	65	73	31	3	31	11	0	373	25.46
35-44	7	20	1	31	45	55	47	16	2	20	13	0	257	17.54
45-54	3	16	0	46	57	44	55	35	0	26	22	0	304	20.75
55-64	6	6	0	51	57	24	36	11	0	21	13	0	225	15.36
65 and over	0	5	0	15	21	15	3	2	1	6	1	0	69	4.71
Total	36	85	11	204	303	250	257	128	6	118	67	0	1465**	100.00
By occupation†														
(a) Farmers	31	0	0	0	1	0	0	0	0	0	0	0	32	2.18
(b) Loggers	0	55	0	0	9	0	1	0	0	0	0	0	65	4.44
(c) Fishermen	0	0	10	0	4	0	0	0	0	0	0	0	14	0.96
(d) Miners	0	0	0	163	2	7	0	0	0	1	0	0	173	11.81
(e) Craftsmen	1	14	0	26	209	168	63	38	1	13	5	0	538	36.72
(f) Labourers	0	0	0	0	33	43	17	16	1	3	5	0	118	8.05
(g) Transport	1	11	0	7	29	18	161	21	0	7	4	0	259	17.68
Managerial	2	0	0	0	5	9	4	16	0	16	1	0	53	3.62
(h) Professional	1	3	1	6	5	3	2	2	2	28	11	0	64	4.37
Clerical	0	0	0	0	1	1	1	3	0	5	4	0	15	1.02
Sales	0	0	0	0	1	0	1	14	1	0	0	0	17	1.16
(i) Service	0	2	0	2	4	1	7	18	1	45	37	0	117	7.99
Not given	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Total	36	85	11	204	303	250	257	128	6	118	67	0	1465**	100.00
By type of accident‡														
(j) Struck by objects	4	54	0	25	52	62	36	19	0	7	8	0	267	18.23
(k) Slips and falls	10	3	11	26	61	80	35	25	1	31	24	0	307	20.96
(l) Collisions, derailments	7	18	0	12	33	34	116	42	3	36	15	0	316	21.57
(m) Caught in, on, between	13	5	0	23	35	24	24	8	0	5	4	0	141	9.62
(n) Inhalation, ingestion	1	0	0	102	56	10	5	6	0	12	4	0	196	13.38
(o) Conflagrations, explosions	0	2	0	4	20	10	11	10	0	3	2	0	62	4.23
(p) Electric current	0	1	0	2	22	19	17	6	0	4	1	0	72	4.91
(q) Over-exertion	0	1	0	1	8	5	5	3	0	7	4	0	34	2.32
(r) Striking against	1	0	0	0	3	1	0	1	0	1	0	0	7	0.48
(s) Miscellaneous	0	1	0	9	13	5	8	8	2	12	5	0	63	4.30
Total	36	85	11	204	303	250	257	128	6	118	67	0	1465**	100.00
Percentage of Total	2.5	5.8	0.8	13.9	20.7	17.1	17.5	8.7	0.4	8.1	4.6	0.0		100.00

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions and industrial diseases. (o) Temperature extremes. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, more than 90 per cent of the fatalities were reported by the various Workmen's Compensation Boards.

***Preliminary

Labour Legislation in Canada, 1975

Part 4 — employment standards

by S. Allan Nodwell

In 1975, some jurisdictions amended their employment standards acts bringing about changes in hours of work, public holidays and annual vacation. The greatest influence was felt in the area of minimum wages as many jurisdictions raced to keep pace with the rapidly rising cost of living.

In **Alberta**, Bill 71, The Alberta Labour Amendment Act, 1975 will bring about several significant changes. These provisions are in the fields of payroll records, hours of work, overtime, flextime permits, maternity leave, and offences and penalties.

Quebec has likewise amended its Industrial and Commercial Establishments Act further defining the "head of establishment" or "employer", "industrial establishment" and "commercial establishment." The distinction between men and women, with regard to work, is removed, while special conditions of employment with respect to youth are retained. Closer inspections of construction sites are provided for as are inspections of other sites for possibility of accidents. More severe fines are provided for repeated offences and where the life and health of the personnel are endangered by the committing of an offence.

Equal benefits

In **Ontario**, a regulation made under the Employment Standards Act, 1974, provides thorough definitions, exclusions and inclusions as regards benefit plans under the Act.

S. Allan Nodwell is an officer with Labour Canada's legislative research unit.

Payroll records, statement of wages and deductions

In **Alberta**, one clause in the statement is modified — previously the statement had to declare "the amount of any sum of money paid in lieu of termination of employment". The words "notice of" are added to the clause.

Hours of work

The **federal jurisdiction** brought forth changes in the hours of work regulations for both the west and the east coast shipping employees.

The provisions regarding standard hours and maximum hours of work are modified for the purpose of the application of Division I of the Act (hours of work) to any classes of employees employed on a ship that is operated by an undertaking or business that comes within the legislative authority of Parliament and is engaged in shipping from any port in British Columbia.

On the east coast the new regulations are as follows:

- hours of work are eight per day and 40 per week with one day of rest;
- an employee may be employed in excess of the maximum hours;
- standard hours may be altered but not in excess of an average 40 hours per week — averaging is allowed over a period of 13 weeks;
- standard hours are to be reduced by eight hours per day of paid vacation or holiday. Where an employee terminates his employment during an averaging period, he is to be paid regular wages for each hour worked. Where the employer terminates the employment during an averaging period, he shall pay time-and-a-half for any hours worked in excess of 40, times the number of weeks in which the employee worked in that period.

Lay-day plan

A lay-day plan may be adopted upon notification to the Minister. Where an employee is entitled to not less than 1.13 lay-days for each day on board a ship, the employee's working hours may exceed eight hours in a day and 40 hours in a week but shall not exceed 12 hours in a day. Where an employee is entitled to not less than 0.4 of a lay-day for each day he is on board ship, the employee's working hours may exceed 40 hours in a week but not eight hours in a day. Accumulation is limited to 45 lay-days but the

Minister may authorize accumulation of more than 45 lay-days due to exceptional circumstances.

Maximum hours

In **Alberta**, as before, hours of work must not exceed eight hours a day or 44 hours each consecutive period of seven days of which not more than six days are working days. Added to the permitted exceptions is any case where the board approves employees working additional hours.

Modification of hours

The board now has additional power, after inquiring and with the approval of the lieutenant-governor-in-council, to issue an order exempting an employee or a class or type of employment from the maximum hours of work provision and from recording hours of work.

The lieutenant-governor-in-council may delegate to the board the power to exempt an employer or employees or a class or type of employment from a modification of hours order or from the maximum hours provision.

Flextime permits

In addition to the compressed work week permit provisions in the original Act, the amendment allows the board, upon application of employees or an employer and after such inquiry as it considers necessary, to issue a permit to allow more hours of work than the prescribed maximums, but such hours must not exceed an average of 44 in each consecutive period of seven days, or such period in excess of seven days as the Board may prescribe. The board also prescribes conditions under which the permit applies.

Overtime

The section dealing with minimum wage for overtime is rewritten in accord with other changes in the Act. Any order of the board fixing the minimum wage for overtime applies to those hours of work in excess of eight hours a day or in excess of 44 hours in each consecutive period of seven days — whichever is greater.

Any order of the board fixing the minimum wage for overtime, applies to those hours of work in excess of the hours of work prescribed by an order of the board for the type or class of employment in which the employee is employed.

Any order of the board fixing the minimum wage for overtime in respect of a shift schedule approved by the board, applies to those hours of work in excess of the hours of work fixed by the shift schedule.

Any order of the board fixing the minimum wage for overtime in respect of an application for a compressed work week or a flex-time permit, applies to those hours of work in excess of the hours of work permitted by the board pursuant to such permit.

In **British Columbia**, truck drivers and motorcycle operators and their swampers and helpers may work such hours in addition to the limited working hours (eight hours to 44 hours) as shall be necessary for the transportation of materials, goods, or services. The posting of hours work (regulation 13) shall not apply to these employees.

Regulations 13A (exempted employees), 17 (bakery salesmen), 23A (transportation industries) and 23B (milk delivery) were rescinded December 1, 1975.

Manitoba has fixed the overtime rate at one-and-one-half times the regular rate after 40 (formerly 44) hours a week.

Yukon Territory likewise requires that an employee be paid one-and-one-half times the regular rate after 40 (formerly 48) hours.

Minimum wages

The minimum hourly wage rates were increased in the **federal, Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, Quebec, Saskatchewan** and **Yukon** jurisdictions.

The **federal** minimum wage will increase to $2.90 for experienced adult workers and to $2.65 for employees under 17, on April 1, 1976.

Alberta will increase the minimum wage to $2.75 for adults, $2.60 for employees under 18 and to $2.25 for students under 18 employed part-time, on March 1, 1976.

British Columbia has effected a two-step increase on December 1, 1975 and June 1, 1976. The pay of adult workers will increase to $2.75 and $3.00 on those dates, and employees 17 and under will increase to $2.25 and $2.60.

Manitoba increased the adult minimum wage to $2.60 on October 1, 1975, with rates for employees under 18 rising to $2.35.

New Brunswick will increase the minimum wage to $2.55 on June 1, 1976 and $2.80 on November 1, 1976.

Newfoundland increased its minimum rate to $2.50, effective January 1, 1976.

Nova Scotia increased its minimum rate to $2.50 on January 1, 1976 and

rates for underage employees 14 to 18 rose to $2.25.

Ontario's general minimum wage rate increased on March 15, 1976 to $2.65 — $2.55 for the learner rate during first month of employment and $2.90 for construction guards and workers. A new student rate and a "tip differential" for some employees in the hospitality industry also was introduced.

In the ambulance industry, employees earning a weekly rate will be paid a minimum of $127.20 and employees working less than 48 hours a week, $2.65 an hour.

An employer may apply the following maximums when taking into account meals, room or both in calculating the minimum rate: room, $11.00 a week; meals, $1.15 each and not more than $24.00 a week; and both room and meals, $35.00 a week.

In **Quebec**, the minimum wage rose to $2.80 for adult workers and $2.60 for workers under 18 on December 1, 1975.

In **Saskatchewan**, as of January 1, 1976, the minimum wage rose to $2.80. As of the same date, an employer shall be entitled to charge $0.75 a meal or $2.25 a day for meals to a person receiving the minimum wage. Where the rate of wages paid to an employee of an educational institution, hospital or nursing home is in excess of $140.00 a week, the above provisions do not apply.

In **Yukon Territory**, the minimum wage rose to $3.00 on April 1, 1976.

In **British Columbia**, the minimum rates for a resident caretaker have changed. Effective December 1, 1975, $165.00 per month plus $6.60 per month per residential suite in apartment buildings containing more than four and less than 61 residential suites and $561.00 per month in apartment buildings with more than 60 suites.

Effective June 1, 1976, $180.00 per month plus $7.20 per month per residential suite in apartment buildings containing more than four and less than 61 residential suites and $613.00 per month in apartment buildings containing more than 60 residential suites. Where additional rooms, stores or other accommodation must be attended by the resident caretaker, he is to be paid $2.75 per hour as of December 1, 1975, and $3.00 per hour as of June 1, 1976.

Where two or more resident caretakers are employed in any apartment building, the employer shall designate at least one as the resident caretaker. The other resident caretakers shall receive the regular minimum wage. For all hours the employer requires the resident caretaker to work or be on call during the resident caretaker's 32-hour period free from duty, the minimum wage shall be time-and-one-half of the minimum rate.

Newfoundland is amending its Minimum Wage Act to devise a formula for fixing an overtime rate of pay at the employee's regular rate instead of the minimum wage rate. Likewise, a formula is to be adopted fixing call-back or reporting pay.

In **Prince Edward Island**, persons employed for the sole purpose of protecting and caring for children in private homes are excluded from the terms of Board Order No. 3-75 (regarding minimum wages).

In **Quebec**, a person working outside an employer's establishment and whose time cannot be controlled, is no longer excluded from the provisions of General Ordinance No. 4.

Annual vacations

In **Saskatchewan**, an employee is now entitled to three weeks paid vacation after one year of employment with any one employer.

Public holidays

New Brunswick has legislated six public holidays: New Year's Day, Dominion Day, Labour Day, Christmas Day, Good Friday, and New Brunswick Day (first Monday in August). The province has exempted from provisions governing public holidays' pay for holiday work; termination of employment and varying daily earnings; students in training for, or qualified practitioners in many professions; and persons engaged in work as real estate salesmen, automobile or mobile home salesmen, and commissioned salesmen other than route salesmen.

Where any class of employer or employee is covered by a collective agreement, the lieutenant-governor-in-council exempts them from the above provisions of the Act except for New Brunswick Day, until that agreement expires. Where any class of employer or employee is covered by a collective agreement that becomes effective after this comes into force and provides for a minimum of five paid statutory holidays, they are exempt from the above conditions except in relation to New Brunswick Day.

Where any class of employer or employee is bound by a collective agreement or contract of employment that provides for holiday pay of at least 3 per cent of gross pay in lieu of holidays, in addition to vacation pay as required by the Vacation Pay Act, is exempt from the above provisions.

In **Saskatchewan**, Saskatchewan

Day (first Monday in August) has been added to make a total of nine paid holidays. Employees working in the construction industry and the logging and lumbering industry are entitled to 3.5 per cent (3 per cent) of their total gross wages, exclusive of overtime, when they do not work on all or any of the public holidays.

Maternity leave

In the **federal jurisdiction**, every employee is entitled to and shall be granted maternity leave consisting of a period not exceeding 17 weeks if confinement occurs on or before the date specified in the certificate or the aggregate of 17 weeks plus an additional period equal to the term between the date specified in the certificate and the actual date of confinement, or if confinement occurs after the date specified in the certificate. The leave will begin no earlier than 11 weeks preceding the date in the certificate and will end no later than 17 weeks following the actual date of confinement.

In **Alberta**, notwithstanding The Individual Rights Protection Act, the board after such inquiry as it considers necessary may, with the approval of the lieutenant-governor-in-council, make an order requiring an employer to grant to a pregnant employee maternity leave without pay for any period between 12 weeks before the estimated date of delivery of the child and six weeks after the actual date of delivery of the child — subject to such conditions as are considered necessary; and:

- governing the conditions under which maternity leave may be shortened or extended;
- governing the conditions whereby an employer may, by notice in writing, require a pregnant employee to commence maternity leave without pay during all or any part of the period prescribed above when the pregnancy is interfering with the performance of the employee's work;
- governing the manner in which an employee who has commenced maternity leave is to be reinstated by an employer;
- prohibiting an employer from terminating the employment or laying off a pregnant employee within the period prescribed above for any reason specified in the order;
- specifying the length of any notice in writing required to be given by a pregnant employee or by an employer;
- providing for any other matter or thing, including the imposition of restrictions or conditions on pregnant employees and employers or either of them, to establish a means of providing that a pregnant employee is not prejudiced by reason of the pregnancy with respect to employment or with respect to the wages or other benefits that had accrued to the employee to the date that the employee commenced maternity leave without pay.

Such an order does not apply to an employer and his employees insofar as there is a custom, practice or agreement providing for maternity leave on conditions or with benefits more favourable to the employee than those contained in the order.

Mechanics' lien

In **Ontario**, the use of forms for claims and judgments has been changed.

In addition, every contractor on a public work shall display and keep displayed in a conspicuous place on the site of the work the following notice:

This project is a public work. Any person who places or furnishes any materials, or does any work on or in respect of this project may be protected by the Mechanics' Lien Act. Notices of claim for lien must be sent to the following address: (appropriate office of the Crown).

Offences and penalties

In **Alberta**, the provision that applies to employer, employee or other person who contravenes or fails to comply with provisions for which no offence is specifically provided now applies to regulations issued under the Act.

Where an employer, director, officer or other person is guilty of an offence by reason of failing to comply with any provision of an order made under the maternity leave provisions, the judge of the court may, in addition to any other penalty imposed or order made, order the employer to reinstate the employee and order the employer to pay to the board on behalf of the employee any sum that the employee would have earned if the employee had been reinstated in employment in accordance with the maternity leave order and which the judge considers should be paid to the employee or either of them. lg

forum

Handicapped article lauded

We recently received a copy of *The Labour Gazette* of April 1976. As a national council representing 20 member agencies across the country involved in providing direct service to the physically handicapped and recognized by their campaign symbols of Easter Seals for crippled children and the Ability Fund for physically disabled adults, we were very impressed with the cover and the article by Sue Paquette on Hiring the Handicapped.

David A. White, Director, information and public education Canadian Rehabilitation Council for the Disabled

Steelworker attacks Jennings

I have just read the April *Gazette* in which there appears, on pages 180-181, some material apparently supplied by John Q. Jennings, a New York City labour specialist and economist.

You reproduced Mr. Jennings' comments about facts preventing strikes and include a couple of the graphs copyrighted to Mr. Jennings which he uses to illustrate how this honest approach works.

Undoubtedly, these graphs represent the facts, or, at least, some of them, but they also repeat some of the most tiresome and misleading clichés that corporations have utilized over the years to minimize their earnings. I am surprised that *The Labour Gazette* has been so lacking in objectivity as to have missed this.

Mr. Jennings' bar chart deals with profit margins; that is to say, profit on sales which is the refuge of the supermarket chains and the oil companies — rather than profit on shareholders' equity which is the only honest measure of what the people who own the business are getting out of it.

It might also be interesting for *The Labour Gazette* in dealing with relative shares of national income, to show what has happened in that respect in Canada and the United States over the last five years in terms of profits and labour income.

Donald H. Taylor assistant to the national director United Steelworkers of America

Jennings praises *Gazette*

Today's [May 25 / 76] front page feature in *The Wall Street Journal* recounts the inexorable demise of the U.S. market for Canadian newsprint — a demise that received another boost from the latest rise of $20 a ton to $300 a ton. The 75 cent cost of the Sunday *New York Times* now just about pays for the newsprint in this five-pound newspaper.

Prime Minister Trudeau could strike an effective blow against this continued deterioration in Canadian exports to the U.S. by sending a complimentary copy of the April issue of your magazine to the presidents of all U.S. corporations and labour unions. I say this not only because of the article summarizing my speech before Canadian personnel directors in Montreal, but also because of the entire contents of this issue.

I have never seen a more relevant or effective publication by the Labour Department of any nation, certainly including the U.S., than this particular issue of your magazine. While remaining completely neutral, it nevertheless is full of veritable thunderbolts of information which union members need to have if they are going to refrain from pricing their own jobs out of existence, plus a vivid example of the kind of facts and figures that every corporation doing business in Canada should be conveying to employees — and shareowners — in order to substitute economic reality for economic mythology in the confrontations between your unions and the employers.

Keep up the good work!

John Q. Jennings, president John Q. Jennings Associates, Inc. International consultants New York, New York.

Sanderson article discussed

I liked George Sanderson's article "Educated Unemployment in Developing Countries" [February

1976], for its comprehensive coverage of an important issue facing many Third World countries. The topic is difficult because of the lack of consensus among both educationalists and economists on what is the best way to undertake educational planning and maximize human capital.

Mr. Sanderson implicitly assumes that some form of rate-of-return analysis should be the norm for educational decision making. While I would in no way wish to imply that such analysis is not important, other forms of measuring the economic returns to education and hence, of aiding decision makers, should be considered. Basically, there are four main methods of measuring the economic returns to education — the simple correlation approach, the residual approach, manpower forecasting and the rate-of-return approach.

The simple correlation approach involves correlating some overall index of educational activity with some level of economic activity.

Various problems arise, however, with the use of this approach. There is the problem of obtaining comparable GNP figures and comparable indices of educational activity, particularly given the pronounced inter-country variation in educational systems.

Several economists have attempted to measure what proportion of the increase in GNP over a period of time can be attributed to measurable inputs of capital and labour, and have concluded that the residual is attributable to, among other things, improvements in the quality of the labour force resulting from education.

Again, there are several limitations involved with the residual approach. The interrelation between capital formation, technology and the growth of knowledge means that the residual attributable to increased knowledge may really include some capital formation in terms of improved quality of capital assets. Furthermore, the residual invariably includes the value of some secular improvement in changes in output due to economies of scale, improvements in the health of the labour force, and so on. Because of these drawbacks, the residual has been called simply "a measure of our ignorance" and one must be careful in applying its findings to educational planning.

Because of the limitations of the above methods, the "great debate" in educational planning revolves around the question whether manpower forecasting or rate-of-return analysis is the most appropriate method for planning.

The interest in manpower forecasting is derived from three distinct sources — the desire to link educational expansion to "manpower requirements" in a growing economy, the need to translate macro-economic planning into its micro components (one of which is the manpower structure), and the concern by many educational policy makers to rationally justify their activities. Although all of these strands involve quite different considerations, they share a common theme: the belief that shortages and surpluses of different types of manpower tend to persist side by side in all economies. Such imbalances are undesirable, both from an individual and societal point of view, and manpower forecasting advocates agree that the attempt to eliminate such imbalances by deliberate manpower planning can make a contribution to both individual and social welfare.

The simultaneous existence of shortages and surpluses suggests that the problem calls for the reallocation of manpower from some uses to others, together with the aligning of vocational training plans and the size and structure of the educational system, with the future

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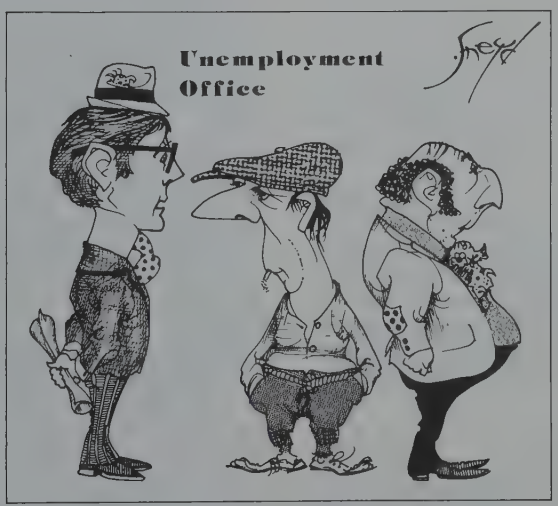

"When I was studying economic problems in college, I really had no idea that I'd ever be one of them."

demand for manpower. By making forecasts and planning therefore, new supplies of manpower should become available at the same time as new demands materialize — hence, shortages and surpluses of manpower can be minimized.

The major advantage of this approach is that it offers definite guidelines framed in the terms in which decisions must actually be made. Whereas the other approaches only tell us whether, at a point in time, it is likely that we are spending too much or too little on education, manpower studies often culminate in the recommendations that "X" number of new student places in field "Y" should be created by year "Z".

However, many manpower projections that have been made have been disproved rather quickly, simply by the march of events. There appears to be a tendency for projections to understate the true demand for future manpower. This is partly because neither individual employers nor professional investigators are able to foresee the implications of new scientific developments, and partly because manpower projections have generally not been successful in taking account of the elasticity of substitution between capital and labour, and between highly trained manpower and less highly trained manpower. Furthermore, manpower forecasting in the Third World is particularly difficult because of the lack of data on past trends in manpower patterns. Nevertheless, manpower forecasting is a useful exercise for the educational decision maker, and should be used at least as a way of obtaining information that usefully can be incorporated into broader-based analyses.

Which brings us to the rate-of-return approach, which involves contrasting the lifetime earnings of people who have had "more" education with the lifetime earnings of people who have had "less" education, and expressing the differences as an annual percentage rate of return on the costs involved in obtaining the education. Two alternative methods can be adopted — the personal profit orientation (private rate of return) and the national productivity orientation (social rate of return).

Psacharopoulos reviewed rates of return on education in 32 countries and found that the average *social* returns to investment in education are 25.1 per cent for primary, 13.5 per cent for secondary, and 11.3 per cent for higher (the respective *private* rates were 23.7 per cent, 16.3 per cent and 17.5 per cent.) The sharpest decline in rates of return is between primary and secondary levels, rather than between secondary and higher. Thus, resources are best transferred not from university to secondary, but rather from university and secondary to primary. Mr. Sanderson stated that "vocational" training must necessarily impart "general" skills — a broad foundation for on-the-job acquisition of specific skills. In Columbia, for example, it is true that the social return to technical secondary education of males is substantially higher than the return to general secondary, but this is not the case in the Philippines or Thailand, where the return to technical secondary education has a negative value.

There are various computational problems in calculating the rate of return — education is not the only factor influencing earnings and there exist multiple correlations among all the factors; earnings do not necessarily measure productivity; and there exist non-monetary fringe benefits to be taken into account. Stephen Merret considers these problems so severe that "research into the rate of return on education be discontinued." Balogh and Streeter believe that the social rate of return to education is simply the "coefficient of ignorance" and that "the aggregation of all types of investment in human capital and its separation from investment in physical capital obscures the complementary nature of most sub-groups of the two."

So that the task for educationalists in the Third World is not easy. On the one hand, Richard Jolly holds that "a manpower planning approach is more relevant than rate of returns analysis, particularly for the developing countries," while Gary Fields states that "it is better to use imperfect approximations of social rates of return based on incomplete data than not to consider social returns at all." Any educational strategy for developing countries (and developed countries, for that matter) should ideally incorporate methodology from all four methods outlined here.

Frederick Stapenhurst
economic analyst
Corporate Planning Group
Canadian Industries Limited
Montreal

Books

The Tyranny of Work

by **James W. Rinehart** Longman Canada, 1975, paperback, 184 pp., $3.50

The Tyranny of Work is, for the most part, a summary of the mounting evidence that can be used to demonstrate that a great many jobs, blue- and white-collar alike, are alienating. We are reminded that as technology advances, many jobs require less skill and become more repetitious. Few give the worker any control over what is produced, the pace at which work is done or a direct share in the benefits from the work. This is not a new argument and Rinehart does not claim that it is. Though some will complain that the argument is one-sided and oversimplified, the message is an important one and this the author carries to us in a very readable style with well documented examples from a wide variety of sources.

However, one can expect a book published in a series on *Canadian* social problems to have some original analysis of Canadian material. True, the book is salted with cases and statistics from Canadian sources supporting arguments made about other industrialized countries, particularly the United States. Implicit in the use of examples in this way is the thesis that Canada fits snugly into the western capitalist industrial mold, and perhaps it does. If this argument had been made explicit, one might well wonder at the need for another book on the sociology of work dealing largely with the theme of alienation.

Even given this approach, there could have been some original analysis of Canadian material. For example, in the short section on the increasing militancy among teachers, Rinehart points out that there were 26 strikes among teachers in the 60s and suggests that the 70s might be worse. He could also have shown, with the aid of Labour Canada strike statistics, that there were 17 strikes between 1965 and 1969 and 32 in the next five-year period. This 88 per cent increase in strikes among teachers exceeds the 26 per cent increase in the overall number of strikes. If we attribute this escalation, as Rinehart does, to increased militancy, this begs the question; what has brought about this increased militancy? One can argue that it is due to the deterioration in working conditions and wages, or to higher expectations, but we are not given such evidence. Alternatively, one could suggest that teachers, for a variety of reasons, now compare themselves to different groups within society such as tradesmen rather than other professionals. Again, this would have to be documented. This kind of analysis and documentation is lacking in the book. While the author may not have defined his task in this way, merely summarizing generally accessible literature, is a task of no great challenge.

A book on the sociology of work dealing explicitly with Canada must set out clearly whether one is arguing that Canada differs from other industrialized countries in important ways. A pro or con argument must be supported by deliberate comparison to other countries. If Canada is the same, then solutions to problems of alienation in other countries should be applicable here. If Canada is different, then alternative solutions must be found. In short, the point is not trivial.

The last chapter of the book critically examines some of the approaches that have supposedly been taken to improve working conditions, including scientific management, the new human relations school, unionism and workers' control. The former three, the author argues, do not come close to a solution because they recognize the legitimacy of the division of power between workers and management, with management getting it all. The fourth solution has not been opted for very often. In Canada, workers have taken over plants only when the plants have been closed down or threatened with closure. The author finds it encouraging that workers, in some cases, can at least see the potential for self management when the life of the plant is threatened. Many would be discouraged that it takes such a drastic situation to foster such thoughts and actions on the part of workers.

In conclusion, the book gives us an excellent summary of the arguments and data concerning structural alienation and some of the solutions that may be possible. However, there is very little original analysis and the book does not deal directly with the Canadian situation.

—Brian L. Kinsley

Brian L. Kinsley is a PhD. candidate in the department of Sociology and Anthropoligy at Carleton University, Ottawa.

Fifty Years Ago

Fifty years ago, an item in *The Labour Gazette* reflected a Saskatchewan court's harsh attitude toward an employee trying to collect **back wages**. During the summer of 1926, a farm hand agreed to work for the season "until freeze-up," for a farmer in the Moose Jaw area at a monthly wage of $35. After working for three months, he left the job and the farmer refused to pay wages for the time he had worked. The case was brought before the provincial police court at Moose Jaw, the hired man claiming the farmer owed him $100 in wages. The justice of the peace held that the farm hand had broken his contract of employment and was therefore not entitled to any wage for his work. The action was dismissed without costs.

Picketing was another labour-related issue of 1926 reported in *The Gazette*. All units of organized labour in Canada were requested by the Ottawa Allied Trades and Labour Association to take action as a result of a decision by the Supreme Court of Canada in regard to picketing. It was suggested that legislation should be sought establishing the lawfulness of picketing without violence, and that definite action be taken in this direction through the Trades and Labour Congress of Canada.

Campaigns against **working on Sunday** were a part of the labour scene reported in *The Labour Gazette* of 1926. The city council of Hull, urged by the Quebec Sunday Observance Society, petitioned the provincial government to promote legislation which would prevent all "unnecessary" work on Sunday. Such legislation would mainly benefit workers in the paperworks of this city across the river from Ottawa.

Issues relating to the **fishing industry** also found their way into the pages of *The Gazette* in the summer of 1926. Fishermen in different parts of Canada were banding together to form associations to protect their industry. The Restigouche Salmon Net Fishermen's Association was incorporated in New Brunswick with an authorized capital stock of $5,000 to promote and safeguard the rights, privileges, and interests of the net salmon fishermen. Commercial fishermen in the vicinity of Kenora, Ontario were planning to form a protective association. To this end, a local firm of barristers and solicitors were engaged to draw up a constitution and by-laws. In British Columbia, dry-salt herring packing companies formed an association to co-ordinate marketing, treatment, and fishing regulations in an effort to standardize herring fisheries operations.

Meanwhile, in Britain in 1926, *The Labour Gazette* reported women were pressing for **family allowances**. A resolution in favour of a state system of family allowances was passed at the 43rd convention of the Women's Co-operative Guild of Great Britain. The guild has a membership of 57,000 of whom 326 were directors of co-operative societies, 700 educational workers, 50 magistrates, and 670 associated with the work of local councils and municipalities. The resolution read, "this Congress is of opinion that family allowances would be of great benefit to working-class mothers, and desires the Central Committee of the Women's Co-operative Guild to approach the standing joint committee of industrial women's organizations with a view to the preparation of a non-contributory scheme for such allowances on a State basis rather than on an employers' pool."

—Kathleen E. Whitehurst

NFB

PRICES & EMPLOYMENT

Consumer, April

The all-items Consumer Price Index for Canada (1971=100) advanced 0.4 per cent to 146.8 in April from 146.2 in March, and was 8.9 per cent above its April 1975 level. Higher charges for shelter and for household operation items, and price increases resulting from various provincial budgets, contributed to the latest increase. The food index declined for the fifth consecutive month, the latest decrease being 0.4 per cent. The all-items index, excluding food, advanced 0.7 per cent.

The latest monthly decrease in the food index resulted from lower meat prices — quotations for beef and pork products declining, on average, by 2.6 per cent. Poultry prices decreased by 3.2 per cent and there was a notable decline in the price of soft drinks consumed at home. These decreases were partially offset by higher prices for fresh produce and increased charges for restaurant meals. Between April 1975 and April 1976 the food-for-home-consumption index advanced 5.0 per cent. In terms of goods and services, the price level of total goods, including food, increased 0.1 per cent, while that for services rose 0.9 per cent.

Higher home-ownership charges and increased electricity rates in many urban centres were contributing factors to the 0.7 per cent rise in the index for all-items excluding food. The provincial budgets brought down recently in British Columbia, Ontario, Nova Scotia and Saskatchewan, were responsible for a further one-quarter of this rise, with higher cigarette prices being the largest single contributing factor. There were increases also in dental care fees, plane fares and automobile repair charges.

Seasonally adjusted, the all-items CPI advanced 0.5 per cent between March and April — a 0.1 per cent decline in the food index and a 0.6 per cent increase in the all-items excluding food index.

City consumer, April

Consumer price indexes advanced in all regional cities between March and April, with increases ranging from 0.1 per cent in St. John's, Ottawa and Calgary, to 1.4 per cent in Vancouver. Higher shelter charges, as well as price increases resulting from various provincial budgets, were the main contributors to these increases. There was a rise in some provincial automobile registration fees, dental care charges, automobile repair rates and plane fares. As a result of lower meat prices, there was a decline in the cost of food consumed at home.

The percentage increases listed in 14 regional cities were: 0.1 in St. John's, Ottawa and Calgary; 0.3 in Halifax, Toronto and Edmonton; 0.4 in Winnipeg; 0.5 in Saint John, Quebec City, Montreal, Thunder Bay and Regina; 0.6 in Saskatoon; 1.4 in Vancouver. The percentage increase from April 1975 to April 1976 was: 7.9 in Quebec City and Montreal; 8.5 in Ottawa and Toronto; 8.8 in St. John's; 9.1 in Saint John; 9.4 in Edmonton; 9.6 in Saskatoon; 9.7 in Halifax, Thunder Bay, Winnipeg and Calgary; 10.0 in Regina; 11.9 in Vancouver.

Employment, April

The seasonally adjusted employment level in April was 9,543,000, a decline of 64,000 from March, Statistics Canada reported. The decrease was spread among all the main age / sex groups.

On a provincial basis, seasonally adjusted, employment declined in British Columbia by 22,000; in Ontario by 11,000; and in Quebec by 7,000. In Saskatchewan it increased by 5,000, while in the other provinces it showed little or no change.

Unemployment, April

The seasonally adjusted unemployment rate for Canada was 7.4 per cent (761,000) in April, an increase of 0.5 per cent (48,000) from March. The rate for women aged 15-24 declined by 0.6 per cent and for women 25 and over, by 1.0 per cent (26,000). For men 15-24, the rate increased by 0.2 per cent; and for men 25 and over by 0.6 per cent (30,000).

The seasonally adjusted unemployment rate increased in Alberta and Ontario by 0.3 per cent; in Newfoundland and Quebec by 0.6 per cent; in Nova Scotia by 0.9 per cent; and in British Columbia by 1.0 per cent. It decreased in New Brunswick by 0.3 per cent; and in Manitoba by 0.4 per cent. In Saskatchewan the rate was unchanged, and in Prince Edward Island it was 8.3 per cent.

Additions to the Library

LIST NO. 325

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly — if there is no local library — by writing to The Chief Librarian, Labour Canada, Ottawa, Ontario K1A 0J2, indicating the publication numeral and the month.

ACCIDENTS

1. Mason, Keith. Accident patterns by time-of-day and day-of-week of injury occurrence. Vancouver, Workers' Compensation Board of British Columbia, 1975. 46, 4 p.

ARBITRATION, INDUSTRIAL

2. Trower, Christopher. Arbitration at a glance; a manual on how to prepare and present a grievance to a board of arbitration. Toronto, Labour Research Institute, 1974. 255 p.

BUILDING TRADES

3. Swan, Neil M. Governments and construction instability. Ottawa, Information Canada, 1975. 100p. Titre en français: Les pouvoirs publics et l'instabilité de la construction.

CERTIFICATION

4. Ontario. Ministry of Labour. Research Branch. The impact of the required level of employee support on securing union certification, by V. Piliotis. Toronto, 1975. 26, 4p.

COLLECTIVE AGREEMENTS

5. Bernier, Jean. La convention collective: un indicateur de la réalité syndicale Québécoise. Québec, Université Laval, Département des relations industrielles, 1975. p.160-182. (*Université Laval. Département des relations industrielles. Tiré-à-part no. 8*).

6. Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining: grievance adjustment procedures, by Joyce M. Najita and Vickie L. Triplett. Honolulu, Industrial Relations Center, University of Hawaii, 1975. 70p.

CORPORATIONS — TAXATION

7. Canadian Tax Foundation. Corporate management tax conference, 1975. Toronto, 1975. 149p.

CORPORATIONS, INTERNATIONAL

8. International labor and the multinational enterprise. Edited by Duane Kujawa. New York, Praeger, 1975. 213p.

ECONOMIC POLICY

9. Policy review and outlook, 1976; challenges to complacency. Montreal, C.D. Howe Research Institute, 1976. 168p.

10. Stein, Herbert. Economic planning and the improvement of economic policy. Washington, American Enterprise Institute for Public Policy Research, 1975. 33p.

11. Volpe, John Michael. Industrial incentive policies and programs in the Canadian-American context. Montreal, Canadian-American Committee, 1976. 57p.

EMPLOYEE OWNERSHIP

12. Frisch, Robert A. The magic of ESOT: the fabulous new instrument of corporate finance. Rockville Center, N.Y., Farnsworth, 1975. p. 7-185. ESOT means Employee Stock Ownership Trust.

EMPLOYMENT FORECASTING

13. Canada. Department of Manpower and Immigration. Canadian occupational forecasting program; forecasts of occupational demand to 1982. Programme des prévisions relatives aux professions canadiennes; prévisions de la demande par professions jusqu'en 1982. Ottawa, Information Canada, 1975. Contents. — No. 1. Canada (excluding occupations generally requiring post-secondary education). Canada (excluant les professions demandant généralement une éducation de niveau post-secondaire).

GUARANTEED ANNUAL INCOME

14. National Council of Welfare.

Guide to the guaranteed income. Ottawa, 1976. 32p. Titre en français: Notes explicatives sur le revenu garanti.

HOURS OF LABOUR — FLEXIBLE HOURS

15. Boucher, Marie-Claire. L'horaire variable de travail: progrès ou anachronisme. Québec, Université Laval, Département des relations industrielles, 1975. p. 45-82. (Université Laval. Département des relations industrielles. Tiré-à-part no. 5)

HOURS OF LABOUR — FOUR DAY WEEK

16. Leonard, Lorne P. The compressed work week I, prepared for the Union-Management Services Branch; by Lorne P. Leonard, Economics and Research Branch, Labour Canada. Ottawa, 1975. 22, 10p.

INDUSTRIAL DISPUTES

17. Baer, Walter E. Strikes, a study of conflict and how to resolve it. New York, AMACOM, 1975. 260p.

INDUSTRIAL RELATIONS

18. Odaka, Kunio. Toward industrial democracy; management and workers in modern Japan. Cambridge, Mass., Harvard University Press, 1975. 226p.

INDUSTRY — SOCIAL ASPECTS

19. Ackerman, Robert W. The social challenge to business. Cambridge, Mass., Harvard University Press, 1975. 345p.

20. Conference Board. Managing corporate external relations: changing perspectives and responses, by Phyllis S. McGrath. New York, 1976. 83p.

21. Paluszek, John L. Business and society: 1976-2000. New York, AMACOM, 1976. 46p.

INSURANCE, UNEMPLOYMENT

22. Hickling, M.A. Labour disputes and unemployment insurance benefits in Canada and England. Don Mills, Ont., C.C.H. Canadian Ltd., 1975. 243p.

LABOUR ECONOMICS

23. Appleton, J.D.S. Labour economics. London, Macdonald and Evans, 1975. 238p.

LABOUR ORGANIZATION

24. Edelstein, J. David. Comparative union democracy; organisation and opposition in British and American unions, by J. David Edelstein and Malcolm Warner. London, George Allen & Unwin, 1975. 378p.

LABOUR STATISTICS

25. International Labour Office. International recommendations on labour statistics. Geneva, 1976. 131p.

LABOUR SUPPLY

26. Diewert, Walter Erwin. Annual employment, industry by occupation in Canada. Ottawa, Canada Department of Manpower and Immigration, Research Projects Group, 1975. 206p.

LABOUR UNIONS — AUTOMOBILE WORKERS

27. Marquart, Frank. An auto worker's journal: the UAW from crusade to one-party union. University Park, Pennsylvania State University Press, 1975. 162p.

LABOUR UNIONS — MANAGERIAL EMPLOYEES

28. Solasse, Bernard. Essai sur la conscience collective des cadres syndiqués au Québec. Québec, Université Laval, Département des relations industrielles, 1975. p.7-39. (Université Laval. Département des relations industrielles. Tiré-à-part no. 7)

PRODUCTIVITY BARGAINING

29. Industrial Relations Research Association. Collective bargaining and productivity. Madison, Wis., 1975. 194p.

PRODUCTIVITY OF LABOUR

30. U.S. Bureau of Labor Statistics. Current developments in productivity, 1973-74. Washington, G.P.O., 1975. 33p.

RETIREMENT

31. Brown, Joan C. How much choice? Retirement policies in Canada. Ottawa, Canadian Council on Social Development, 1975. 285p.

SICKNESS BENEFITS

32. Martin, Jean. Prolonged sickness and the return to work; an enquiry carried out in 1972/73 for the Department of Health and Social Security of the circumstances of people who have received incapacity benefits for between a month and a year, and the factors affecting their return to work, by Jean Martin and Margaret Morgan. London, H.M.S.O., 1975. 247p.

SOCIAL INDICATORS

33. Organization for Economic Cooperation and Development.

Working Party on Social Indicators. Measuring social well-being: a progress report on the development of social indicators. Paris, 1976. 198p. Titre en français: Mesure du bien-être social: un rapport sur les progrès d'élaboration des indicateurs sociaux.

SOCIAL SECURITY

34. Federal-Provincial Working Party on Income Maintenance. Federal-Provincial social security review; background paper on income support and supplementation. Ottawa, Information Canada, 1975. 118p. Titre en français: Révision fédérale-provinciale de la sécurité sociale; document de travail sur le soutien et le supplément du revenu.

STATUS OF WOMEN

35. Canada. Department of Health and Welfare. Departmental Library Services. On the status of women in Canada; a bibliography of bibliographies, with selected materials on related subjects (1970-1975). Sur la situation de la femme au Canada; une bibliographie de bibliographies, avec selections sur les sujets connexes (1970-1975). Ottawa, 1975. 8p.

36. Canada. Women's Bureau. The law relating to working women. 3d ed. Ottawa, 1975. 26, 27p. Titre en français: La législation touchant la femme en emploi.

37. Ontario. Law Reform Commission. A woman's name; a study paper. Toronto, 1975. 33p.

UNEMPLOYMENT

38. U.S. Bureau of Labor Statistics. Unemployment: measurement, problems and recent trends, by Julius Shiskin, Washington, 1975. 11p.

39. U.S. National Commission for Manpower Policy. Proceedings of a conference on public service employment; a special report. Washington, G.P.O., 1975. 258p.

WAGE DETERMINATION

40. Brown, William Arthur. The use of comparisons in workplace wage determination, by William Brown and Keith Sisson. Coventry, University of Warwick, 1975. p.23-53. (Industrial Relations Research Unit of the Social Science Research Council. Reprint series no. 15).

WAGE POLICIES — GOVERNMENT

41. Kingston, Ont. Queen's University. Industrial Relations Centre. Wage-price controls; a selected bibliography. Kingston, 1975. 9p.

42. Mills, Daniel Quinn. Government, labor, and inflation; wage stabilization in the United States. Chicago, University of Chicago Press, 1975. 311p.

43. Organization for Economic Cooperation and Development. Socially responsible wage policies and inflation; a review of four countries' experience. Paris, 1975. 68p.

44. Wood, William Donald, ed. Canadian perspectives on wage-price guidelines; a book of readings, edited by W.D. Wood and Pradeep Kumar. Kingston, Ont., Queen's University, Industrial Relations Centre, 1976. 404p.

WOMEN — EMPLOYMENT

45. Arnopoulos, Sheila. To see ourselves; five views on Canadian women, by Sheila Arnopoulos and others. Ottawa, Information Canada 1975. 225p. Titre en français: Regard sur nous-mêmes; cinq portraits de femmes canadiennes.

46. Curthoys, Ann, ed. Women at work, edited by Ann Curthoys, Susan Eade and Peter Spearritt. Canberra, Australian Society for the Study of Labour History, 1975. 161p.

47. Strouch, Kathleen D. Equality for women? Understanding the United Nations Declaration on the elimination of discrimination against women, by Kathleen D. Strouch and Joan McFarland. Fredericton, New Brunswick Human Rights Commission, 1975. 53p.

48. Women in the professions. Edited by Laurily Keir Epstein. Lexington, Mass., Lexington Books, 1975. 142p.

WORK

49. Dickson, Paul. The future of the workplace; the coming revolution in jobs. New York, Weybright and Talley, 1975. 378p.

50. The quality of working life. Edited by Louis E. Davis and Albert B. Cherns and associates. New York, Free Press, a division of Macmillan, 1975. 387p. Contents. - v.1. Problems, prospects, and state of the art. -v.2 Cases and commentary.

labour statistics

Principal Items	Date	Amount	Percentage change from Previous Month	Percentage change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(unadjusted figures, in thousands)		
Week ended March 20, 1976		10,019	+ 0.4	+ 2.3
Employed	March 1976	9,259	+ 0.8	+ 3.4
Agriculture	" "	414	− 0.9	+ 1.9
Non-agriculture	" "	8,845	+ 0.9	+ 3.5
Paid workers	" "	8,391	+ 0.9	+ 5.7
At work 35 hours or more	" "	6,713	− 0.8	+ 3.7
At work less than 35 hours	" "	1,958	+ 1.2	+ 26
Employed but not at work	" "	587	+ 23	+ 3.7
		(change in thousands)		
Unemployed	" "	759	− 41	+ 20
Newfoundland	" "	25	—	− 1
Nova Scotia	" "	30	+ 1	+ 4
Prince Edward Island	" "	...	...	...
New Brunswick	" "	31	—	+ 6
Quebec	" "	221	− 34	− 14
Ontario	" "	263	+ 1	+ 11
Manitoba	" "	25	—	+ 1
Saskatchewan	" "	19	− 2	+ 6
Alberta	" "	39	+ 2	+ 4
British Columbia	" "	102	− 7	+ 2
Without work, seeking work and available for work	" "	671	+ 71	—
On temporary layoff and expect to return to work	" "	20	—	—
		percentage change		
INDUSTRIAL EMPLOYMENT (1961 = 100)‡	December 1975	140.2	− 0.6	− 0.8
Manufacturing employment (1961 = 100)‡	" "	133.2	− 2.1	− 4.0
IMMIGRATION	First 9 months 1975	149,457	—	—
Destined to the labour force	" " " "	64,877	—	—
STRIKES AND LOCKOUTS				
Strikes and lockouts	February 1976	149	− 10.0	+ 4.0
No. of workers involved	" "	143,039	+161.7	+384.6
Duration in man days	" "	561,910	− 33.6	+ 87.0
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)‡	December 1975	210.06	− 1.3	+ 40.2
Average hourly earnings (mfg.)‡	" "	5.32	+ 0.8	+ 13.0
Average weekly hours paid (mfg.)‡	" "	37.7	− 3.4	− 2.4
Consumer price index (1971 = 100)	March 1976	146.2	+ 0.4	+ 9.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	December 1975	139.4	− 3.0	+ 5.9
Total labour income (millions of dollars)†	February 1976	7,665.4	+ 1.2	+ 14.7
INDUSTRIAL PRODUCTION				
Total (average 1971 = 100)	February 1976	116.8	+ 1.2	+ 2.7
Manufacturing	" "	116.2	+ 1.6	+ 4.1
Durables	" "	113.2	+ 1.9	+ 1.7
Non-durables	" "	119.3	+ 1.3	+ 6.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts	February 1976	11,615	—	+134
Completions	" "	11,876	—	+ 1
Under construction	" "	143,986	—	+ 15

*Source: Statistics Canada. *Labour Force Information*, Cat. No. 71-001P and *The Labour Force*, Cat. No. 71-001.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1971-76

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1975	978	1,036	463,850	10,313,046	0.50
*1975					
February	65	143	29,575	300,439	0.19
March	71	157	38,693	415,218	0.26
April	95	189	43,596	585,288	0.34
May	114	229	115,445	658,752	0.38
June	107	247	61,720	798,911	0.45
July	99	247	112,282	1,223,422	0.65
August	89	250	105,422	1,287,760	0.74
September	68	229	81,015	1,284,950	0.74
October	70	242	107,544	1,241,833	0.68
November	55	189	78,761	1,239,684	0.76
December	28	181	82,148	1,109,110	0.64
*1976					
January	33	165	54,659	845,640	0.49
February	21	149	143,038	561,910	0.34

*Preliminary.

STRIKES AND LOCKOUTS, FEBRUARY 1976, BY INDUSTRY (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	1	37	670
Forestry				
Mines	2	6	1,661	13,480
Manufacturing	6	93	30,389	436,120
Construction	1	4	248	2,110
Transpn. & utilities	1	10	1,642	31,340
Trade	2	14	468	8,190
Finance	0	2	34	680
Service	4	14	2,854	13,360
Public administration	3	4	705	3,360
Various industries	1	1	105,000	52,500
All industries	21	149	143,038	561,910

STRIKES AND LOCKOUTS, FEBRUARY 1976, BY JURISDICTION (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	9	2,932	28,260
Prince Edward Island	0	0	0	0
Nova Scotia	0	3	1,300	12,360
New Brunswick	1	7	1,902	26,990
Quebec	6	49	116,615	192,050
Ontario	5	53	15,171	245,040
Manitoba	1	6	1,422	28,380
Saskatchewan	1	1	1,500	1,500
Alberta	3	5	883	7,120
British Columbia	0	11	848	17,030
Federal	3	5	465	3,180
All jurisdictions	21	149	143,038	561,910

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1976 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Anvil Mining Corp., Faro, Yukon	Steelworkers Loc. 1051 (AFL-CIO/CLC)	270	1,930	1,930	Feb. 1 Feb. 11	Wages, fringe benefits — Terminated by mutual agreement —
MINERAL FUELS						
McIntyre Mines Ltd., Grande Cache, Alta.	Steewworkers Loc. 7621 (AFL-CIO/CLC)	600	3,600	3,600	Feb. 5 Feb. 12	Grievances — Not reported —
NON-METAL						
Aluminum Company of Canada, St. Lawrence, Nfld.	Fed. of Metal Trades Unions (CNTU)	400	2,000	67,600	June 8/ 1975 Feb. 9/ 1976	Wages, COLA — Return of miners when agreement reached —
QUARRIES						
Adru Granite Inc., (7 co's) Beebe, Que.	Steelworkers Loc. 7550 (AFL-CIO/CLC)	200	4,000	8,800	Dec. 29/ 1975	Not reported —
Domtar Chemicals Ltd., Beachville, Ontario	Chemical Wkrs. Loc. 9-640 (AFL-CIO/CLC)	135	1,390	13,000	Oct. 1/ 1975 Feb. 14/ 1976	Wages, other issues — Not reported —
Manufacturing						
FOOD AND BEVERAGES						
Société Coop. avicole, St-Damase, Québec	Commerce Fed'n (CNTU)	249	4,980	38,850	July 18/ 1975	Wages, fringe benefits —
B.C. Sugar Refinery, Vancouver, B.C.	Retail, Wholesale Employees Loc. 517 (AFL-CIO/CLC)	253	5,060	47,560	June 2/ 1975	Wages —
Park & Tilford, Vancouver, B.C.	Brewery Wkrs. Loc. 153 (CLC)	110	2,200	12,760	Sept. 13/ 1975	Wages, benefits, other issues —
Cadbury-Schweppes Powell Ltd., Whitby, Ontario	Teamsters Loc. 467 (Ind.)	115	1,150	8,650	Oct. 28/ 1975 Feb. 16/ 1976	Other contract issues — Terminated by mutual agreement —
Boulangerie Vaillancourt Québec, Québec	Commerce Fed'n (CNTU)	180	270	270	Feb. 10 Feb. 12	Wages, fringe benefits — Not reported —
LEATHER						
Rosita Shoes, Montreal, Quebec	CSD	384	7,680	31,670	Nov. 4/ 1975	Wages —
Greb Industries Ltd., Trois-Rivières, Quebec	Syndicat de la chaussure de Trois-Rivières (CNTU)	165	3,300	17,170	Sept. 15/ 1975	Wages —
WOOD						
Canadian Forest Products Hunting-Merrit, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	170	3,400	198,390	Sept. 13/ 1972	Shorter hours, elimination of piece work, rates of pay —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Girard & Godin Ltée., Trois-Rivières, Qué.	Upholsterers Loc. 572 (AFL-CIO/CLC)	100	2,000	12,450	Aug. 18/ 1975	Wages, hours —
FURNITURE AND FIXTURES						
Vilas Furniture Ltd., Cowansville, Quebec	Building and Wood Workers (CNTU)	350	7,000	52,150	July 29/ 1975	Wages, incentive pay —
Art Laboratory Furniture Co., Montreal, Que.	Upholsterers Loc. 402 (AFL-CIO/CLC)	130	2,600	7,540	Dec. 5/ 1975	Not reported —
PAPER						
Abitibi Paper Co. Ltd., (Fort William Div.), Thunder Bay, Ontario	Canadian Paperworkers Loc. 132 (CLC)	252	5,220	41,760	July 11/ 1975	Union wants to bargain for all Abitibi mills —
Abitibi Pulp & Paper Co., Sault Ste. Marie, Ont.	Canadian Paperworkers Loc. 67 and 133	380	7,870	62,950	July 11/ 1975	Union wants to bargain for all Abitibi mills —
Abitibi Forest Products Ltd., Sturgeon Falls, Ontario	Canadian Paperworkers Loc. 7135 (CLC)	358	7,420	58,310	July 15/ 1975	Union wants to bargain for all Abitibi mills —
Abitibi Provincial Mill, Thunder Bay, Ontario	Canadian Paperworkers Loc. 239 (CLC)	400	5,430	63,720	July 10/ 1975 Feb. 20/ 1976	Union wants to bargain for all Abitibi mills — Terminated by mutual agreement —
Abitibi Provincial Mill, Thunder Bay, Ontario	Canadian Paperworkers Loc. 249 & 134 (CLC)	292	3,960	46,740	July 9/ 1975 Feb. 20/ 1976	Union wants to bargain for all Abitibi mills — Terminated by mutual agreement —
Abitibi Paper Co., Smooth Rock Falls, Ont.	Canadian Paperworkers Loc. 32 (CLC)	330	4,480	51,390	July 15/ 1975 Feb. 20/ 1976	Wages, fringe benefits — Terminated by mutual agreement —
Abitibi Provincial Paper, Thorold, Ontario	Canadian Paperworkers Loc. 290 (CLC)	700	11,470	109,970	July 17/ 1975 Feb. 23/ 1976	Wages, fringe benefits — Terminated by mutual agreement —
Abitibi Paper Co. Ltd., Iroquois Falls, Ont.	Canadian Paperworkers Loc. 90 & 109 (CLC)	900	16,710	145,300	July 13/ 1975 Feb. 27/ 1976	Wages, fringe benefits — Terminated by mutual agreement —
Abitibi Paper Co., Beaupré, Quebec	Canadian Paperworkers Loc. 138 (CLC)	417	8,640	58,260	Aug. 20/ 1975	Union wants to bargain for all Abitibi mills —
Domtar Fine Papers Ltd., Cornwall, Ontario	Canadian Paperworkers Loc. 212 (CLC) & IBEW Loc. 338 (AFL-CIO/CLC)	1,135	23,510	156,050	Sept. 18/ 1975	Wages, fringe benefits, other contract issues —
Domtar Packaging Ltd., Red Rock, Ontario	Canadian Paperworkers Loc. 255 & 528 (CLC)	450	9,000	53,340	Sept. 13/ 1975 Feb. 29/ 1976	Wages, other contract issues — Terminated by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Domtar Fine Papers Ltd., St. Catharines, Ont.	Canadian Paperworkers Loc. 77 (CLC)	256	5,300	33,740	Sept. 18/1975	Wages —
Consolidated-Bathurst Ltée, various locations, Quebec	Canadian Paperworkers 6 Locs. (CLC)	3,087	10,290	253,870	Oct. 11/1975 Feb. 5/1976	Wages, fringe benefits —
Consolidated-Bathurst Ltée, New Richmond, Ontario	Canadian Paperworkers Loc. 574 & 926 (CLC)	685	14,190	82,660	Oct. 12/1975	Wages, fringe benefits —
Consolidated-Bathurst Pulp & Paper, Portage du Fort, Québec	Canadian Paperworkers Loc. 420 (CLC)	350	4,750	33,750	Oct. 6/1975 Feb. 20/1976	Wages — Return of workers when agreement reached —
La Cie Price Ltée, Kénogami, Québec	Canadian Paperworkers Loc. 50 (CLC)	350	2,750	34,750	Sept. 24/1975 Feb. 12/1976	Wages, fringe benefits — Terminated by mutual agreement —
Rayonier Québec, Port Cartier, Québec	Canadian Paperworkers Loc. 1125 (CLC)	380	4,070	6,780	Jan. 22/1976 Feb. 16/1976	Dispute over dismissal of 40 employees — Terminated by mutual agreement —
Continental Can Co., Toronto, Ontario	Canadian Paperworkers Loc. 433 (CLC)	253	5,060	25,800	Oct. 3/1975	Wages —
Diamond National of Canada Ltd., Brantford, Ontario	Woodworkers Loc. 2-233 (AFL-CIO/CLC)	111	1,550	9,100	Oct. 24/1975 Feb. 20/1976	Wages — Not reported —
Beaver Wood Fibre Co., Thorold, Ontario	Canadian Paperworkers Loc. 192 & 584 (CLC) & United Paperworkers Loc. 228 (AFL-CIO/CLC)	300	6,210	34,810	Sept. 18/1975	Wages —
Ontario Minnesota Pulp & Paper Co., Kenora, Ontario	Canadian Paperworkers	121	2,510	10,890	Oct. 24/1975	Wages, fringes, other contract issues —
Continental Can Co., Toronto, Ontario	Canadian Paperworkers Loc. 1112 (CLC)	224	3,520	24,010	Sept. 24/1975 Feb. 23/1976	Wages, fringes, other contract issues —
Kimberly-Clark of Canada Ltd., St. Catharines, Ontario	Canadian Paperworkers Loc. 289 (CLC)	152	2,280	16,900	Sept. 18/1975 Feb. 22/1976	Wages — Terminated by mutual agreement —
Scott-Maritimes Pulp Ltd., Abercrombie Point, N.S.	Canadian Paperworkers Loc. 440 (CLC)	250	3,040	16,800	Nov. 14/1975 Feb. 18/1976	Wages, fringe benefits — Not reported —
Great Lakes Paper Co. Ltd., Thunder Bay, Ont.	Canadian Paperworkers Locs. 39 & 257 (CLC)	1,400	21,000	165,000	Sept. 8/1975 Feb. 22/1976	Wages, fringes, other contract issues — Terminated by mutual agreement —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Involved Workers	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Spruce Falls Power & Paper Co. and Kimberly Clark, Kapuskasing, Ontario	Canadian Paperworkers Locs. 89 & 256 (CLC) & IBEW Loc. 1149 (AFL-CIO/CLC)	1,530	16,390	169,400	Sept. 12/1975 Feb. 16/1976	Wages, length of contract — Terminated by mutual agreement —
Ontario Paper Co., Thorold, Ontario	Canadian Paperworkers, ILA & Operating Engineers	950	15,250	106,530	Sept. 17/1975 Feb. 23/1976	Wages — Terminated by mutual agreement —
E.B. Eddy Co., Ottawa, Ontario	Various unions	600	10,910	68,570	Sept. 17/1975 Feb. 26/1976	Wages, fringe benefits — Terminated by mutual agreement —
E.B. Eddy Co., Hull, Quebec	Various unions	900	16,070	102,550	Sept. 17/1975 Feb. 26/1976	Wages, fringe benefits — Terminated by mutual agreement —
Cie Gaspesia, Chandler, Quebec	Canadian Paperworkers	525	4,130	52,320	Sept. 23/1975 Feb. 12/1976	Wages, fringe benefits — Terminated by mutual agreement —
Eddy Forest Products Ltd., Espanola, Ont.	Canadian Paperworkers Locs. 74 & 156 (CLC)	725	10,600	72,200	Oct. 3/1975 Feb. 21/1976	Wages, fringe benefits — Terminated by mutual agreement —
Ontario-Minnesota Pulp & Paper Co., Fort Frances, Ontario	Various unions	900	18,640	82,600	Oct. 22/1975 Mar. 7/1976	Wages, fringe benefits — Terminated by mutual agreement —
Macmillan Rothesay Ltd., Saint John, N.B.	Canadian Paperworkers Loc. 601 (CLC)	500	7,860	43,030	Oct. 23/1975 Feb. 23/1976	Wages — Return of workers, agreement reached —
Nova Scotia Forest Industries, Point Tupper, N.S.	Canadian Paperworkers Loc. 972 (CLC)	600	6,430	45,310	Oct. 31/1975 Feb. 16/1976	Wages — Terminated by mutual agreement of parties —
Miramichi Timber Resources Ltd., Newcastle, N.B.	Canadian Paperworkers Loc. 689 (CLC)	599	12,410	62,910	Nov. 3/1975	Wages —
Price (Nfld.) Pulp & Paper, Grand Falls, Nfld.	Various unions	965	8,590	62,150	Nov. 13/1975 Feb. 13/1976	Wages, other contract issues — Terminated by mutual agreement —
Labrador Linerboard Ltd. Stephenville & Goose Bay, Nfld.	Canadian Paperworkers Loc. 1093 (CLC)	521	10,790	35,720	Nov. 23/1975 Mar. 5/1976	Wages, fringes, union jurisdiction — Return of workers, agreement reached —
Bowaters Nfld. Ltd., Corner Brook, Nfld.	Various unions	938	5,670	46,180	Nov. 30/1975 Feb. 9/1976	Wages — Terminated by mutual agreement —
Bowaters Mersey Paper Co., Liverpool, N.S.	Various unions	450	2,890	32,110	Oct. 30/1975 Feb. 10/1976	Wages — Terminated by mutual agreement —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Involved Workers	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Standard Paper Box, Quebec, Quebec	Féd. can. des trav. du papier et de la forêt (CNTU)	175	3,500	17,340	Oct. 8/ 1975	Protesting suspension of an employee —
Domtar Pulp Ltd., Lebel-sur-Quévillon, Québec	Canadian Paperworkers	400	8,290	42,290	Oct. 3/ 1975	Wages, COLA —
PRIMARY METALS						
Ontario Malleable Iron (ITT Grinnell Ltd.), Oshawa, Ontario	Steelworkers Loc. 1500 (AFL-CIO/CLC)	220	4,400	6,600	Jan. 18/ 1976	Wages, fringe benefits —
Lynn MacLeod Metallurgy, Thetford Mines, Quebec	Steelworkers Loc. 7801 (AFL-CIO/CLC)	190	950	950	Feb. 3/ 1976 Feb. 10/ 1976	Dispute over dismissal of some workers — Terminated by mutual agreement —
METAL FABRICATING						
Great Lakes Steel, Thunder Bay, Ontario	Structural Iron Workers Loc. 743 (AFL-CIO/CLC)	600	600	600	Feb. 3/ 1976 Feb. 4/ 1976	Not reported — Not reported —
Vulcan Industrial Packaging, Rexdale, Ontario	Steelworkers Loc. 6754 (AFL-CIO/CLC)	205	2,870	3,900	Jan. 26/ 1976 Feb. 20/ 1976	Wages, fringe benefits — Terminated by mutual agreement —
TRANSPORTATION EQUIPMENT						
Bombardier Ltée, La Pocatière, Québec	Fed'n of Metal Trades Unions (CNTU)	275	5,500	16,780	Dec. 2/ 1975	Wages, fringes, grievances —
Heatex, LaSalle, Quebec	Fed'n of Metal Trades Unions (CNTU)	300	6,000	35,400	Sept. 11 1975 Feb. 27 1976	Wages — Company closed plant —
NON-METALLIC MINERAL PRODUCTS						
Can-Force Products Ltd., Edmonton, Alberta	Iron Workers Loc. 776	100	2,000	16,000	July 12 1975	Wages —
Construction						
Lorneville Area Bargaining Authority, Point Lepreau, N.B.	Various unions	180	1,800	5,040	Jan. 7 1976 Feb. 16 1976	Dispute over safety regs. — Terminated by mutual agreement —
Transportation & Utilities						
TRANSPORTATION						
City of Winnipeg Transit System, Winnipeg, Man.	Transit Union Loc. 1505 (AFL-CIO/CLC)	1,250	25,890	32,140	Jan. 26 1976	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY, 1976 (Preliminary) (Concl'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days February	 Accumulated	Starting Date Termination Date	Major Issues Result
Léo Auger, Inc., Ville Lasalle, Québec	Assn. des chauffeurs scolaires (Ind.)	100	2,000	4,000	Jan. 5 1976	Wages — —
Service						
HEALTH & WELFARE						
Various Hospitals, Montreal area, Quebec	Unorganized, (X-ray & Lab. technicians)	750	750	750	Feb. 12 1975 Feb. 13 1975	Protesting gov't. wage offer — Return of workers —
Saskatchewan Hospital Ass'n., (3 hosp.), Saskatoon, Sask.	Public Emps. (CLC)	1,500	1,500	1,500	Feb. 2 1976 Feb. 3 1976	Protesting slow negotiations — Return of workers —
ACCOMMODATION & FOOD						
Island Hall Hotel, Parksville, B.C.	Hotel Emps. Loc. 835 (AFL-CIO/CLC)	104	2,150	5,890	Dec. 11 1975	Not reported —
Public Administration						
LOCAL ADMINISTRATION						
City of Saint John, Saint John, N.B.	Public Emps. Loc. 18 (CLC)	400	400	400	Feb. 12 1976 Feb. 13 1976	Grievances — Terminated by mutual agreement —
City of Lachine, Lachine, Quebec	Fed. of Municipal & School Emps. of Que. (Ind.)	145	1,450	1,450	Feb. 15 1976 Feb. 28 1976	Wages — Terminated by mutual agreement —
Various Industries						
Quebec Government, Province wide, Quebec	Various unions (common front)	105,000	52,500	52,500	Feb. 26 1976 Feb. 27 1976	Wages, other contract issues — Return of workers —

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Employment relations

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1974.

Labour data

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Wage Rates, Salaries and Hours of Labour, 1974. This year the annual report containing the results of the October 1 survey of occupational wage rates and standard hours of work in selected industries appears in 35 separate booklets containing data for each of 35 major communities across Canada. The information is final; there is no preliminary report. In addition to the statistical measures presented in previous years, the 1974 report shows the median and 1st and 3rd quartiles. Information will also be shown by size of establishment and union/non-union for office employees. Various prices. (Bilingual). Cat. No. L2-5/1974 (Booklet No.).

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Women in the Labour Force. Facts and Figures (1975 edition). 197 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. (Bilingual). Free.

The Law Relating To Working Women. (Bilingual). Free. Cat. No. 238-3274.

Legislative research

Labour Standards in Canada — 1974. An annual publication which sets out standards in all jurisdictions regarding school-leaving age, child employment, minimum wages, hours of work, equal pay, weekly rest-day, annual vacations, general holidays, termination of employment, maternity protection and severance pay. (English or French). Price $1.50. Cat. No. L2-7/1974.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Changes in workmen's compensation laws are published yearly and are available free on request). (English or French). Price $1.00. Cat. No. L34-1969.

Legislative Review. This semi-annual publication sets out new provisions enacted in apprenticeship and tradesmen's qualifications, employment standards, human rights, industrial relations, industrial safety and health and workmen's compensation. (Available free on request). (English or French).

Human Rights in Canada — 1975. A comparative summary of human rights legislation in all Canadian jurisdictions — includes related cases, as of December 31, 1974. (English or French). Price $1.75. Information Canada, Cat. No. L34-23/1975.

Occupational safety and health

Safety Perspective Sécurité. Periodical designed to assist employers and employees in up-grading accident prevention programs. (Bilingual). Free. Cat. No. L-36/2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1974. Free. Cat. No. L36-23/1974.

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